

ANNUAL
HIRING
PROCESS

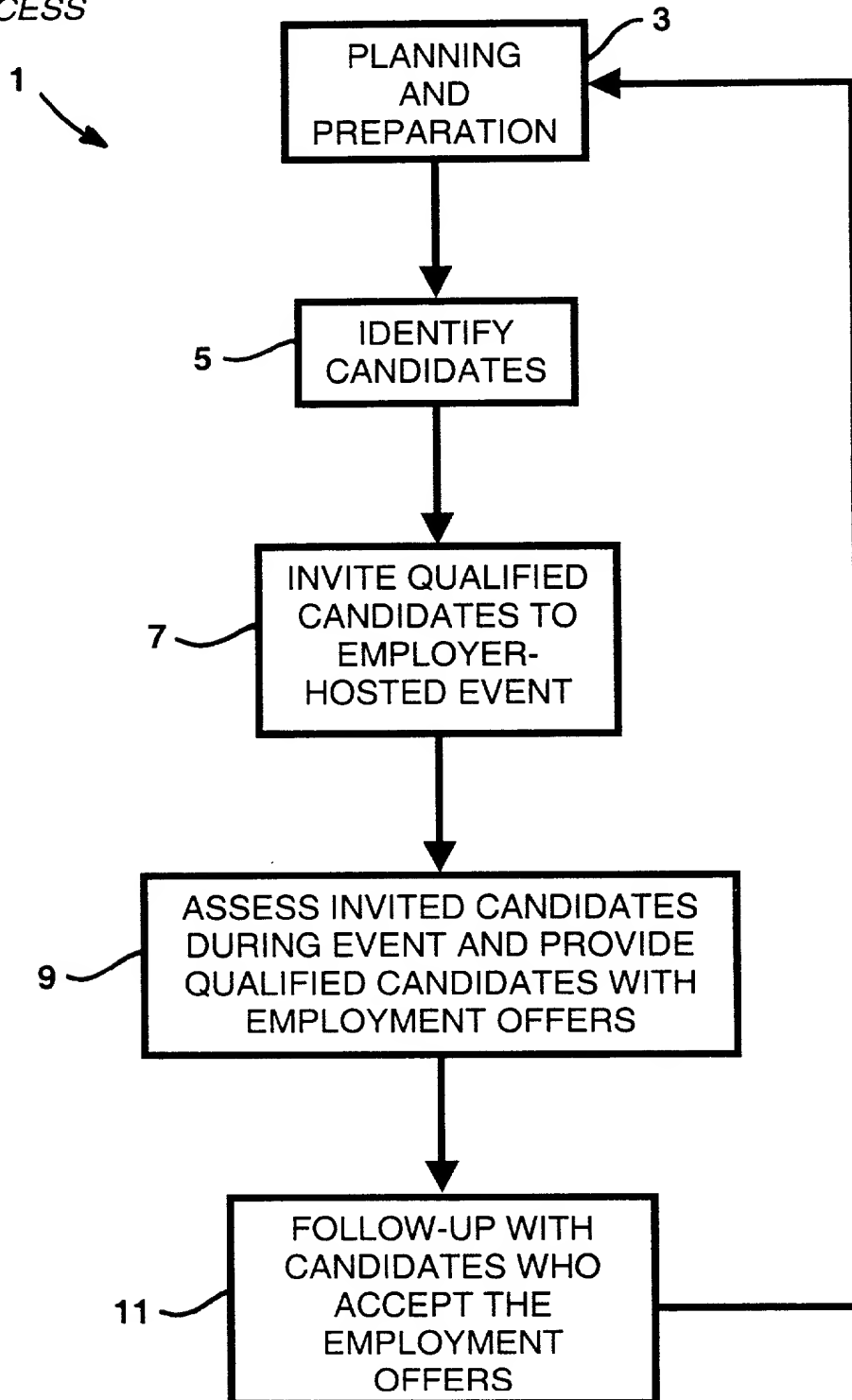
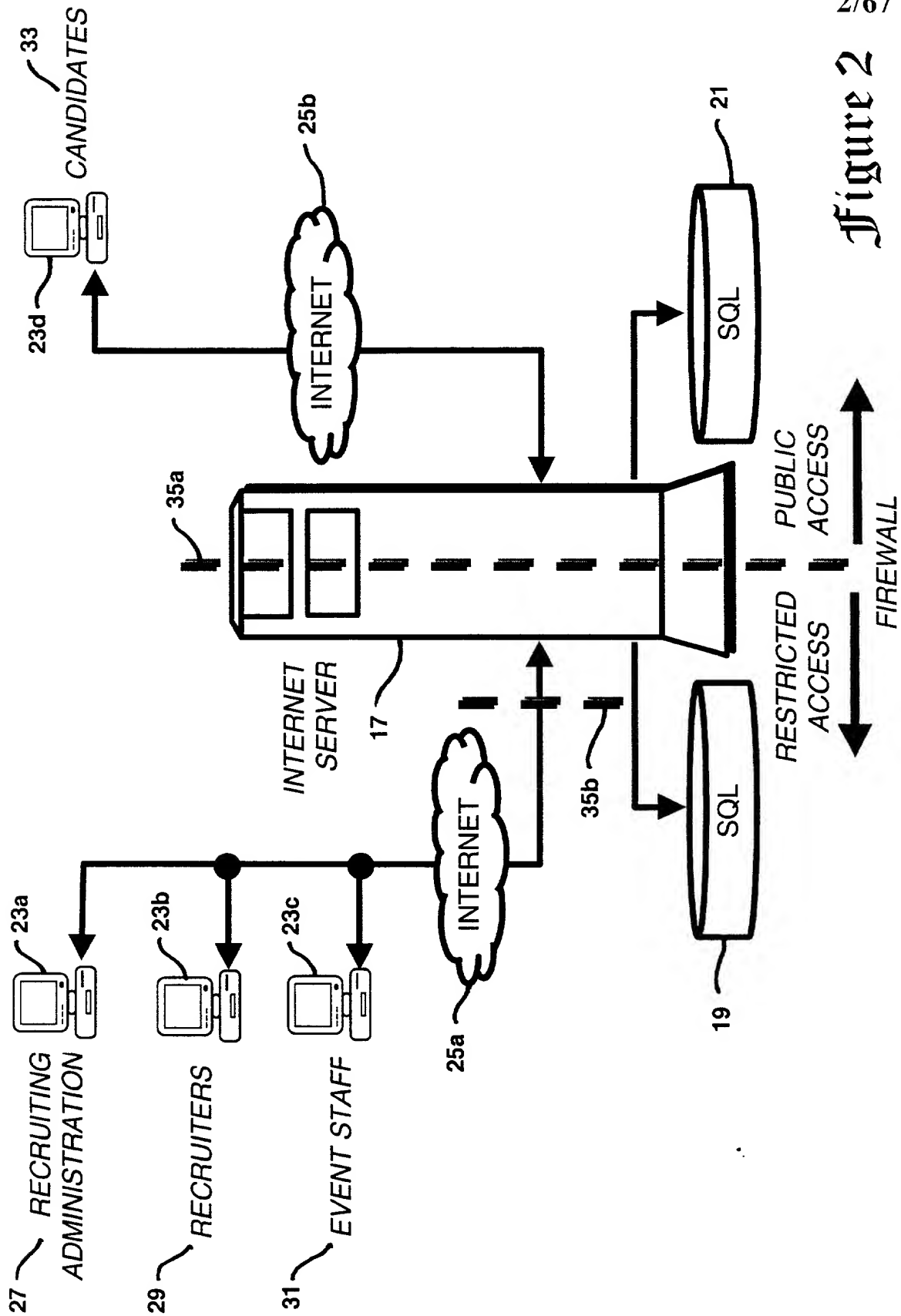


Figure 1



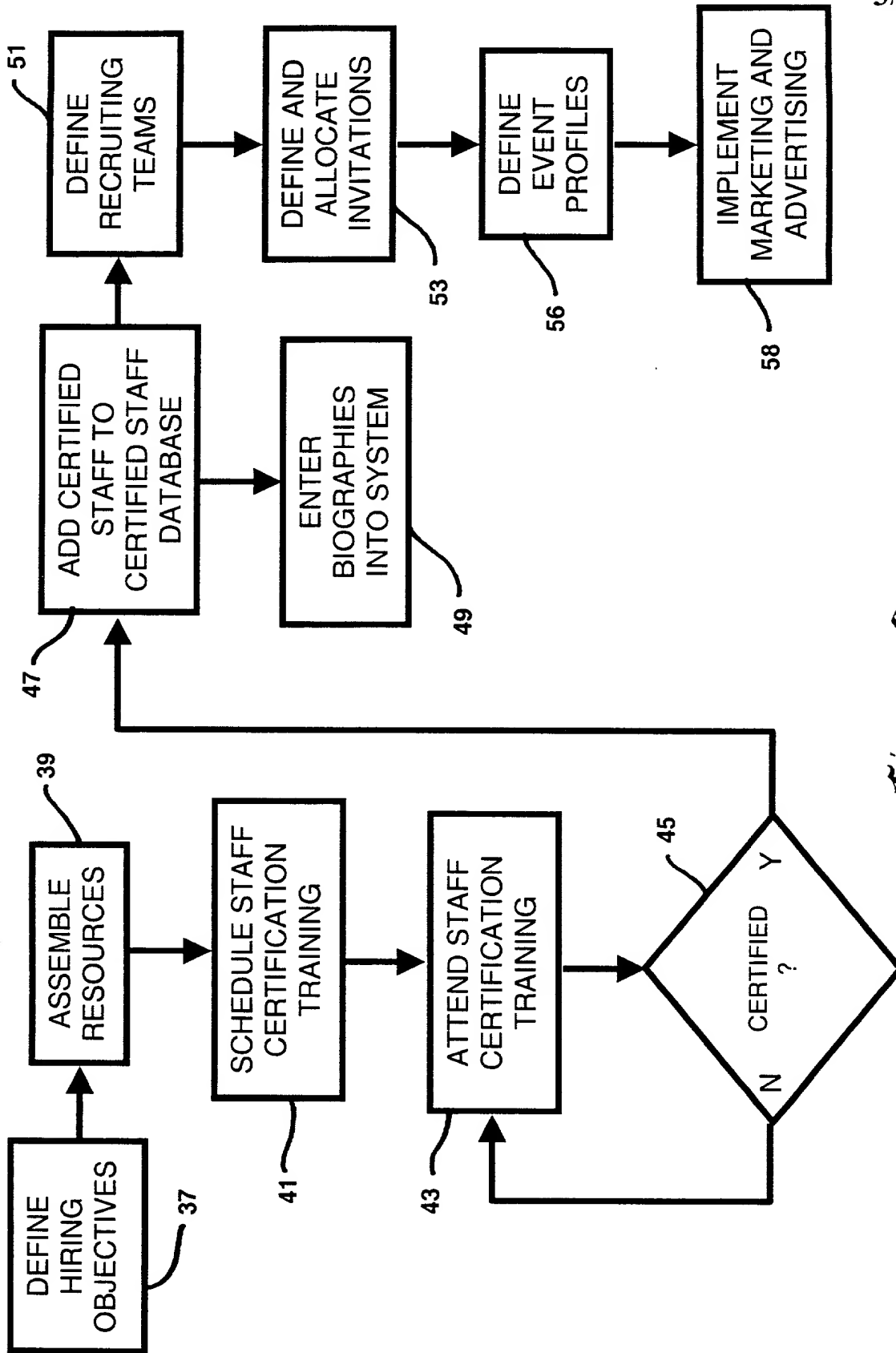


Figure 3

4/67

Targets/Placements		44	46	48	50
		Target	Projected	Defined	Invited
1215/1384/Accounting		1	0	0	0
1215/1491/Accounting		4	0	0	0
1216/1360/Accounting		1	0	0	0
1216/1361/Accounting		1	0	0	0
1216/1421/Accounting		4	0	0	0
1216/1422/Accounting		65	0	0	0
1216/1425/Accounting		65	0	0	0
1216/1428/Accounting		4	0	0	0
1217/1416/Accounting		4	0	0	0
1217/1417/Accounting		4	0	0	0
1217/1418/Accounting		2	0	0	0
1217/1419/Accounting		4	0	0	0

Figure 4

42

40

54 →

Recruiting Certification Management

Name	Training Date	Course Code	Course Description	Completion Date	Test Score
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			

55

To Send e-mail to newly certified person with pass/fail information click on send button

Send

59

61

63

57

Save Delete

Figure 5

View Training Information

64

Select Name: All Names

Select Course Code: All Course Codes

Select Division:

Certification Date Range: To:

Select Organization:

Select Result: All Results

Training Date Range: To:

Search PrintReport

73

Figure 6

7/67

Add User Profile

The Information you enter on this is used to match qualified Ford Interviewers/Assessors/Mentors and Buddies with candidates at on-site Recruiting Events based on similar background data and interests and/or to display your user profile on <http://mycareer.ford.com>. Please provide short biography. If you check the approval box, your biography and picture may be posted on the Ford Internet web site to provide potential employees a view of the people at Ford.

Name	Keller, A. J. (Anne)		
Last Name	Keller	First Name	Anne
Phone	1-313-8453467	Email	akeller@ford.com
Organization	HR	Division	ER
Designation	Process Specialist		

77

Function	Human Resources	89
Gender	Female	91
School 1	Alaska Bible College	
School 2	Select a School	
School 3	Select a School	
Highest Level Education	Bachelors	
Are you a member of the following	No FRGC	97
	Ford Asian Indian Association	

Race	White	93
Major 1:	Business-Accounting	1985
Major 2:	Select a Major	
Major 3:	Select a Major	
Leadership Level	GSR	

95

75

Figure 7

8/67

Recruiting Teams Information

Select School or Professional Organization Arizona State University 101

Add New Team Member

Select Name 103

Add

Name	CDS	Training Certification Date	Certification Description	Function	Role
<input type="checkbox"/> De Pena, Juan	JDEPEN	8/27/00	Recruiter and Assessor Certification	Product Development	Recruiter
<input type="checkbox"/> Merchak, Daniel	dmerchak			Marketing and Sales	Recruiter
<input type="checkbox"/> Kory, Josef	jkory			Marketing and Sales	Recruiter
<input type="checkbox"/> Menden, Marc	mmenden			Purchasing	Recruiter
<input type="checkbox"/> Flynn, William	wflynn			Marketing and Sales	Recruiter

105
107

Save
Delete

Figure 8

9/67

Add Silver Bullet User

Silver Bullet User	111
Recruiting Method	113
Recruiting Season	115
Function	117
Class	119
Campus	121
Diversity Event	123
Number of Bullets	125
Hiring Target	127
Bullet Expiration Date	(mm/dd/yyyy)

129

Save Reset

109

Figure 9

10/67

School Information Management

131

Select School Name

Choose School Name

School Code

Select Rams's Name

Choose A RAM

133

State Location

Region

135

Functions:

Finance

Land

Process Leadership

Ford

MS&S

Product Development

Human Resources

Manufacturing Development

137

Purchasing Credit

Ford

Human Resources

Manufacturing Development

Do we recruit Co-op for Engineering or Business?

Engr

139

Business

Is this a predominantly minority school?

Women

Black

Native American

Hispanic

Asian

Other Minority

141

Ford School Classification

Strategic

Specialty

"At-Large"

Gourman Rankings

UGBA

UGME

UGEE

UGF

School Evaluation

143

Figure 10

11/67

School Contacts Information									
Select School Name 146									
159 Business School	Undergrad Placement Director			Graduate Placement Director			Dean		
	Name	147		Name			Name		
	Title	149		Title			Title		
	Phone	151		Phone			Phone		
	Fax	153		Fax			Fax		
	E-mail	155		E-mail			E-mail		
	Address	157		Address			Address		
161 Engineering School	Undergrad Placement Director			Graduate Placement Director			Dean		
	Name			Name			Name		
	Title			Title			Title		
	Phone			Phone			Phone		
	Fax			Fax			Fax		
	E-mail			E-mail			E-mail		
	Address			Address			Address		

Figure 11

145

12/67

Professional Organization Information

163

165

167

169

171

172

173

174

175

176

177

178

179

180

181

182

183

184

185

186

187

188

189

190

191

192

193

194

195

196

197

198

199

200

201

202

203

204

205

206

207

208

209

210

211

212

213

214

215

216

217

218

219

220

221

222

223

224

225

226

227

228

229

230

231

232

233

234

235

236

237

238

239

240

241

242

243

244

245

246

247

248

249

250

251

252

253

254

255

256

257

258

259

260

261

262

263

264

265

266

267

268

269

270

271

272

273

274

275

276

277

278

279

280

281

282

283

284

285

286

287

288

289

290

291

292

293

294

295

296

297

298

299

300

301

302

303

304

305

306

307

308

309

310

311

312

313

314

315

316

317

318

319

320

321

322

323

324

325

326

327

328

329

330

331

332

333

334

335

336

337

338

339

340

341

342

343

344

345

346

347

348

349

350

351

352

353

354

355

356

357

358

359

360

361

362

363

364

365

366

367

368

369

370

371

372

373

374

375

376

377

378

379

380

381

382

383

384

385

386

387

388

389

390

391

392

393

394

395

396

397

398

399

400

401

402

403

404

405

406

407

408

409

410

411

412

413

414

415

416

417

418

419

420

421

422

423

424

425

426

427

428

429

430

431

432

433

434

435

436

437

438

439

440

441

442

443

444

445

446

447

448

449

450

451

452

453

454

455

456

457

458

459

460

461

462

463

464

465

466

467

468

469

470

471

472

473

474

475

476

477

478

479

480

481

482

483

484

485

486

487

488

489

490

491

492

493

494

495

496

497

498

499

500

501

502

503

504

505

506

507

508

509

510

511

512

513

514

515

516

517

518

519

520

521

522

523

524

525

526

527

528

529

530

531

532

533

534

535

536

537

538

539

540

541

542

543

544

545

546

547

548

549

550

551

552

553

554

555

556

557

558

559

560

561

562

563

564

565

566

567

568

569

570

571

572

573

574

575

576

577

578

579

580

581

582

583

584

585

586

587

588

589

590

591

592

593

594

595

596

597

598

599

600

601

602

603

604

605

606

607

608

609

610

611

612

613

614

615

616

617

618

619

620

621

622

623

624

625

626

627

628

629

630

631

632

633

634

635

636

637

638

639

640

641

642

643

644

645

646

647

648

649

650

651

652

653

654

655

656

657

658

659

660

661

662

663

664

665

666

667

668

669

670

671

672

673

674

675

676

677

678

679

680

681

682

683

684

685

686

687

688

689

690

691

692

693

694

695

696

697

698

699

700

701

702

703

704

705

706

707

708

709

710

711

712

713

714

715

716

717

718

719

720

721

722

723

724

725

726

727

728

729

730

731

732

733

734

735

736

737

738

739

740

741

742

743

744

745

746

747

748

749

750

751

752

753

754

755

756

757

758

759

760

761

762

763

764

765

766

767

768

769

770

771

772

773

774

775

776

777

778

779

780

781

782

783

784

785

786

787

788

789

790

791

792

793

794

795

796

797

798

799

800

801

802

803

804

805

806

807

808

809

810

811

812

813

814

815

816

817

818

819

820

821

822

823

824

825

826

827

828

829

830

831

832

833

834

835

836

837

838

839

840

841

842

843

844

845

846

847

848

849

850

851

852

853

854

855

856

857

858

859

860

861

862

863

864

865

866

867

868

869

870

871

872

873

874

875

876

877

878

879

880

881

882

883

884

885

886

887

888

889

890

891

892

893

894

895

896

897

898

899

900

901

902

903

904

905

906

907

908

909

910

911

912

913

914

915

916

917

918

919

920

921

922

923

924

925

926

927

928

929

930

931

932

933

934

935

936

937

938

939

940

941

942

943

944

945

946

947

948

949

950

951

952

953

954

955

956

957

958

959

960

961

962

963

964

965

966

967

968

969

970

971

972

973

974

975

976

977

978

979

980

981

982

983

984

985

986

987

988

989

990

991

992

993

994

995

996

997

998

999

1000

1001

1002

1003

1004

1005

1006

1007

1008

1009

1010

1011

1012

1013

1014

1015

1016

1017

1018

1019

1020

1021

1022

1023

1024

1025

1026

1027

1028

1029

1030

1031

1032

1033

1034

1035

1036

1037

1038

1039

1040

1041

1042

1043

1044

1045

1046

1047

1048

1049

1050

1051

1052

1053

1054

1055

1056

1057

1058

1059

1060

1061

1062

1063

1064

1065

1066

1067

1068

1069

1070

1071

1072

1073

1074

1075

1076

1077

1078

1079

1080

1081

1082

1083

1084

1085

1086

1087

1088

1089

1090

1091

1092

1093

1094

1095

1096

1097

1098

1099

1100

1101

1102

1103

1104

1105

1106

1107

1108

1109

1110

1111

1112

1113

1114

1115

1116

1117

1118

1119

1120

1121

1122

1123

1124

1125

1126

1127

1128

1129

1130

1131

1132

1133

1134

1135

1136

1137

1138

1139

1140

1141

1142

1143

1144

1145

1146

1147

1148

1149

1150

1151

1152

1153

1154

1155

1156

1157

1158

1159

1160

1161

1162

1163

1164

1165

1166

1167

1168

1169

1170

1171

1172

1173

1174

1175

1176

1177

1178

1179

1180

1181

1182

1183

1184

1185

1186

1187

1188

1189

1190

1191

1192

1193

1194

1195

1196

1197

1198

1199

1200

1201

1202

1203

1204

1205

1206

1207

1208

1209

1210

1211

1212

1213

1214

1215

1216

1217

1218

1219

1220

1221

1222

1223

1224

1225

1226

1227

1228

1229

1230

1231

1232

1233

1234

1235

1236

1237

1238

1239

1240

1241

1242

1243

1244

1245

1246

1247

1248

1249

1250

1251

1252

1253

1254

1255

1256

1257

1258

1259

1260

1261

1262

1263

1264

1265

1266

1267

1268

1269

1270

1271

1272

1273

1274

1275

1276

1277

1278

1279

1280

1281

1282

1283

1284

1285

1286

1287

1288

1289

1290

1291

1292

1293

1294

1295

1296

1297

1298

1299

1300

1301

1302

1303

1304

1305

1306

1307

1308

1309

1310

1311

1312

1313

1314

1315

1316

1317

1318

1319

1320

1321

1322

1323

1324

1325

1326

1327

1328

1329

1330

1331

1332

1333

1334

1335

1336

1337

1338

1339

1340

1341

1342

1343

1344

1345

1346

1347

1348

1349

1350

1351

1352

1353

1354

1355

1356

1357

1358

1359

1360

1361

1362

1363

1364

1365

1366

1367

1368

1369

1370

1371

1372

1373

1374

1375

1376

1377

1378

1379

1380

1381

1382

1383

1384

1385

1386

1387

1388

1389

1390

1391

1392

1393

1394

1395

1396

1397

1398

1399

1400

1401

1402

1403

1404

1405

1406

1407

1408

1409

1410

1411

1412

1413

1414

1415

1416

1417

1418

1419

1420

1421

1422

1423

1424

1425

1426

1427

1428

1429

1430

1431

1432

1433

1434

1435

1436

1437

1438

1439

1440

1441

1442

1443

1444

1445

1446

1447

1448

1449

1450

1451

1452

1453

1454

1455

1456

1457

1458

1459

1460

1461

1462

1463

1464

1465

1466

1467

1468

1469

1470

1471

1472

1473

1474

1475

1476

1477

1478

1479

1480

1481

1482

1483

1484

1485

1486

1487

1488

1489

1490

1491

1492

1493

1494

1495

1496

1497

1498

1499

1500

1501

1502

1503

1504

1505

1506

1507

1508

1509

1510

1511

1512

1513

1514

1515

1516

1517

1518

1519

1520

1521

1522

1523

1524

1525

1526

1527

1528

1529

1530

1531

1532

1533

1534

1535

1536

1537

1538

1539

1540

1541

1542

1543

1544

1545

1546

1547

1548

1549

1550

1551

1552

1553

1554

1555

1556

1557

1558

1559

1560

1561

1562

1563

1564

1565

1566

1567

1568

1569

1570

1571

1572

1573

1574

1575

1576

1577

1578

1579

1580

1581

1582

1583

1584

1585

1586

1587

1588

1589

1590

1591

1592

1593

1594

1595

1596

1597

1598

1599

1600

1601

1602

1603

1604

1605

1606

1607

1608

1609

1610

1611

13/67

Add Activity

Select the Type of Activity to Add		<input checked="" type="radio"/> Campus Interview <input type="radio"/> Professional Organization Activity <input type="radio"/> Campus Activity	
Select a School	175	Activity Planner Name	181
Select Activity Classification	177	Activity (mm/dd/yyyy)	183
Activity Description	Campus Interview Keller, Anne		

Required for Campus Interview			
Select Recruiter Name	185	Duration	187
Type of Job	189	Schedule Type	193
Student Type	191	Job Description	195
Co-op FT+Smr Full Time	Business Engineering MBA Only	1/2 Open / 1/2 Invite 1/2 Open / 1/2 Preselect Closed / Preselect	Mfg-VO-Plant-Production Superintendent-MI Mfg-VO-Plant-Production Superintendent-MI Mfg-VO-Plant-Production Superintendent-MI

Required for Prof. Organization Activity			
Academic Group	197	Activity Location	199
Location Address		State/Share	Postal Code

Required for Campus Activity	
Specify Target Academic Group:	201

Figure 13

173

Event Profile

Event Name:

Start Date:

End Date:

Select Requisitions:

1016/Finance Foundation Program/0

1017/Finance Undergrad Program/0

1121/Product Specialist/0

1032/Finance Leadership Oct. 6/0

1033/Intern Program for Undergraduate Students/0

Description:

Next

Figure 14

15/67

Edit Master Requisition(page 1 of 12)**Step 1: Enter name, target, function, career**Requisition Number:
USAM010 303Creator: akeller
Date Created: 9/26/00 2:11:42 PMRequisition Name:
Product Development F 305Target:
234 307Creation Date:
8/28/00 309Expire Date:
8/28/01 311Type:
Technical 313Employee Class:
Ford College Graduate 315

Select the Company and Function for this requisition:

Company:
Ford Motor Company 317Function/Business Unit:
Product Development 319

Select the Career that best matches the position being filled.

Career:
Engineering 321Recruiting Account Manager:
Lank, Michael (mlank) 323

301

Figure 15

16/67

New Master Requisition (Req No1122)(page 2 of 12)

Step 2:Enter Abstract

The abstract allows 500 characters and is a very brief description presented to the website user on the job matching screen just beneath the job title.

The Master Req. is a guideline that can be edited at the Sub Req level.

Not used at this time.

Enter Description

The job description allows 2000 characters and provides substantive detail about the position and is available to the website user as s/he selects the link to the job on the job matching screen.

The Master Req. is a guideline that can be edited at the Sub Req level.

Enter the job description.

Use html codes for paragraphs <P> and line breaks
.

Figure 16

325

17/67

New Master Requisition (Req No1122)(page 3 of 12)

Step 3: Select Default Component

You must now select default matching and scoring criteria for this Master Requisition, these values will be used as defaults only.

You must first select a default component This component will be used for scoring purposes if a candidate is associated with this Master Requisition but has not chosen a specific Sub-Req (component).

Component:

Body Engineering

Component:

331

333

Figure 17

Edit Master Requisition (Req No1042) (page 4 of 12)

Step 4: Edit Default Matching Criteria --> Basic Matching Information

Select the choice(s) that best match the position being filled

Level of Responsibility (one or more):

337

Co-op
Early Professional (< 2 years)
Experienced Professional (> 5 years)
Internship
Manager
Professional (2 and 5 years)

Salary Grade Minimum:

339

Salary Grade 4
Salary Grade 5
Salary Grade 6
Salary Grade 7
Salary Grade 8
Salary Grade 11.6

Hiring Location(s) (one or more):

343

Alabama
Alaska
Arizona
Arkansas
California
Colorado

Salary Grade Maximum:

341

Salary Grade 4
Salary Grade 5
Salary Grade 6
Salary Grade 7
Salary Grade 8
Salary Grade 11.6

Figure 18

20/67

Edit Master Requisition(Req No1042) (page 6 of 12)

Step 6: Edit Default Matching Criteria--> Certifications/Concentrations

Certification/Concentration	Candidate Requirement
<input type="button" value="Concentration in Information Systems"/> 357	<input type="button" value="Not Important"/> 359

ADD TO LIST **BACK** **NEXT**

Certification/Concentration	Candidate Requirement	Delete
		<input type="button" value="DELETE"/>

355

Figure 20

Edit Master Requisition(Req No1042) (page 7 of 12)

Step 7:Edit Default Matching Criteria--> GPA

Select GPA Requirement for Each Education Level:

Undergraduate GPA

Graduate GPA

Minimum

3.0-3.4

3.0-3.4

361

Desirable

Not relevant

Not relevant

363

Highly Desirable

3.5-4.0

3.5-4.0

365

BACK

NEXT

359

Figure 21

22/67

Step 8: Edit Default Matching Criteria -> Background and Relocation Information

Required Status with regard to employment in the United States. Indicate all options for non US Citizens / non Permanent residents

☐ Specialty Occupation (H1-B)
☐ Student Visa with Practical Training (F-1)
☐ Exchange Visitor (J-1)
☐ Extraordinary Ability (O)
☐ Canadian Professional (TN-1)

Candidates for these positions should be / have :

Need to be willing to accept assignment(s) in a Ford production facility
 Need to be willing to accept assignment(s) in a Ford distribution facility
 Need to be willing to live overseas for several years
 Need to be willing to live and work in Southeastern Michigan upon acceptance of a job offer from Ford Motor Company.
 Need to be willing to live and work in Southeastern Michigan at some point in my career
 Need to be willing to relocate within the US as required by my job
 Need to be willing to travel internationally
 Need to be willing to travel domestically
 Need to be willing to travel extensively
 Need to be willing to live and work in locations outside of Southeastern Michigan.
 My proficiency in English can be described as.
 Fluency in a language other than English (indicate language)
 Indicate language

I have attended school outside the United States.
 I have held a job in which I lived outside the United States.

Not Important
 Not Important
 Not Important
 Minimum Requirement
 Minimum Requirement
 Desirable
 Highly Desirable
 Highly Desirable
 Desirable
 Desirable
 Fluent in writing and speaking

Yes No
 Chinese
 French
 German
 Hindi

Yes No
 Yes No

369

371

Figure 22

367

Step 9: Edit Default Technical Skills and Knowledge for Moderate Level of Proficiency

Acoustics

Aerodynamics

Alternate Fuel Technology

Analytical Software Package (e.g. Matlab, IDEAS)

Assembly, body construction

Battery technology

Body engineering

Brake Systems

Calibration

Chassis engineering

Climate Control

Desirable

Minimum Requirement

Highly Desirable

Desirable

Not Important

Desirable

Desirable

Desirable

Desirable

Highly Desirable

Highly Desirable

Desirable

Highly Desirable

Desirable

373

375

Figure 23

371

Edit Master Requisition(Req No1042) (page 10 of 12)

Step 9: (Continued) Edit Default Technical Skills and Knowledge for High Level of Proficiency

	Candidate Requirement
Acoustics	Not Important
Aerodynamics	Minimum Requirement
Alternate Fuel Technology	Highly Desirable
Analytical Software Package (e.g. Matlab, IDEAS)	Not Important
Assembly, body construction	Not Important
Battery technology	Not Important
Body engineering	Not Important
Brake Systems	Not Important
Calibration	Not Important
Chassis engineering	Not Important

379

381

Figure 24

25/67

388

Step 10: Edit Default Candidate -> Experiences

Experience	Candidate Requirement
Need to be a member of AFS	Not Important
Need to be a member of ASME	Minimum Requirement
Need to be a member of ISEE	Highly Desirable
Need to be a member of SAE	Desirable
Need to be a member of SEE	Not Important
Need to be currently working to complete an advance degree (post-bachelors)	Highly Desirable
Need to be or have been a member of a national honor society	Highly Desirable
Need to be or have been an officer of a school or community club or group	Highly Desirable
Need to be or have been an officer of a sorority/fraternity	Not Important
Need to be or have been president of a school or community club or group	Highly Desirable
Need to enjoy maintaining/working on my own car (e.g., preventive maintenance, body work, changing oil, enhancing performance)	Not Important

386

Figure 25

384

Edit Master Requisition(Req No1042)(page 12 of 12)

Step 11: Enter Unique Qualifications

Enter up to 5 unique questions that you would like candidates applying for these positions to answer

385

ADD TO LIST

Figure 26

383

27/67

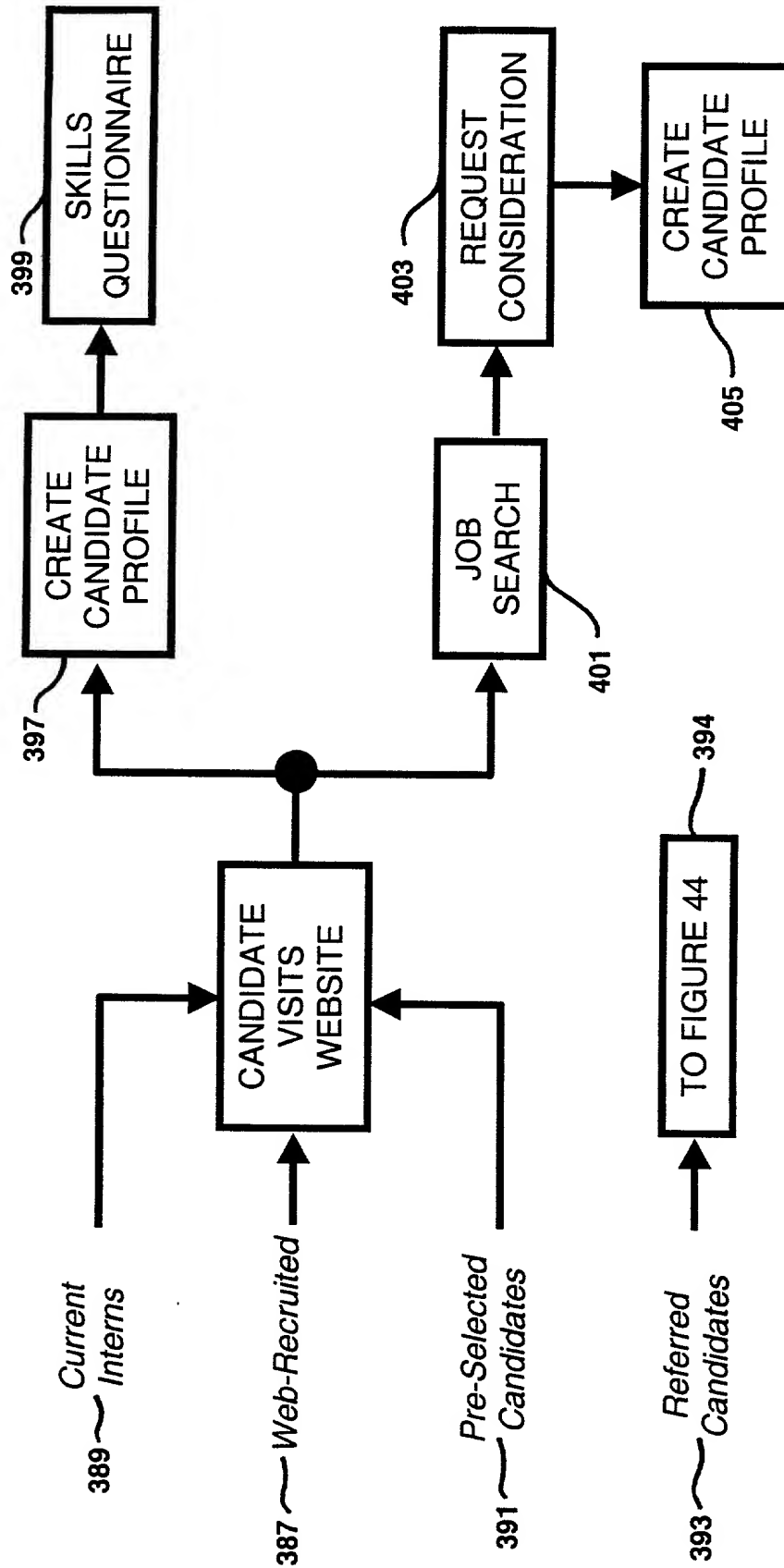


Figure 27

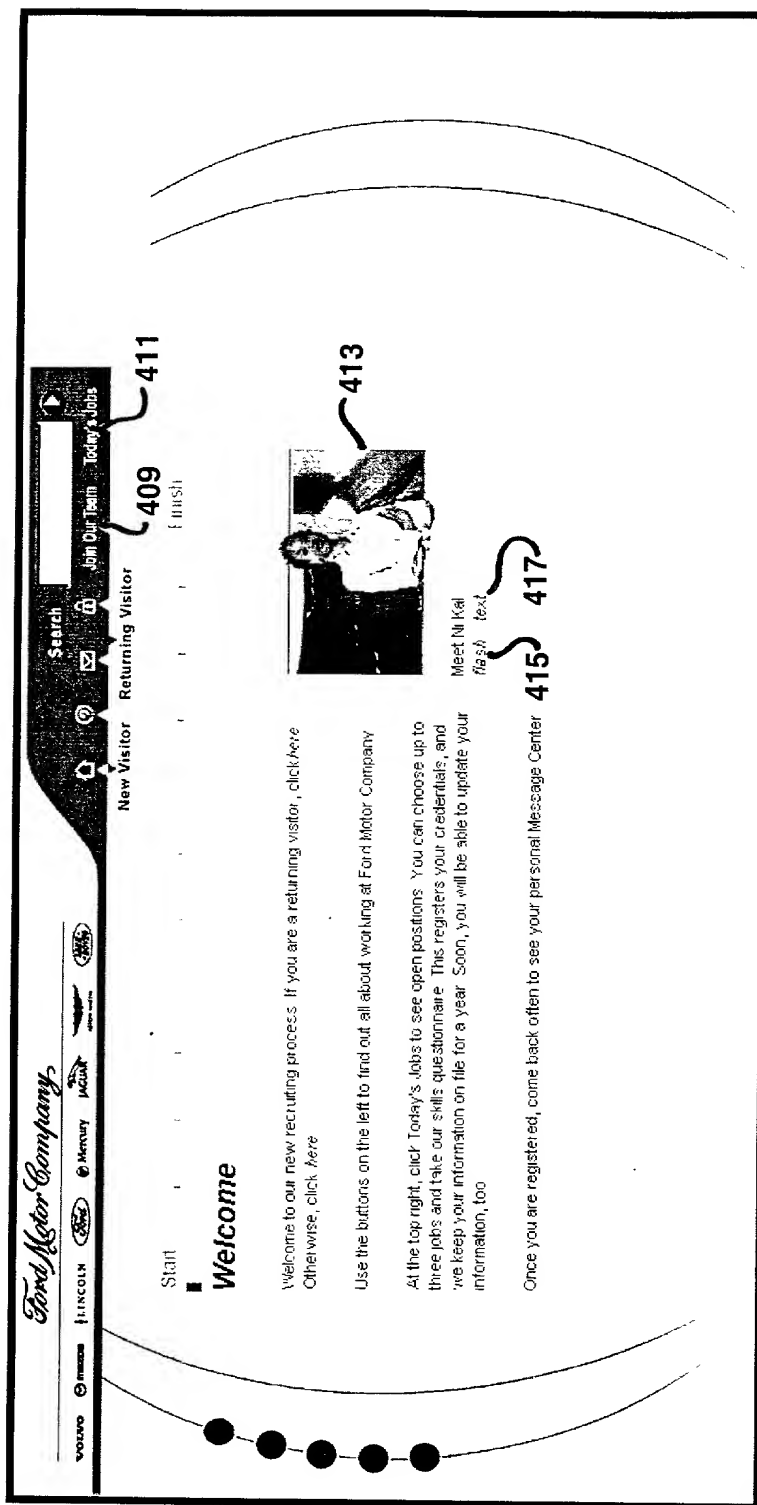


Figure 28

29/67

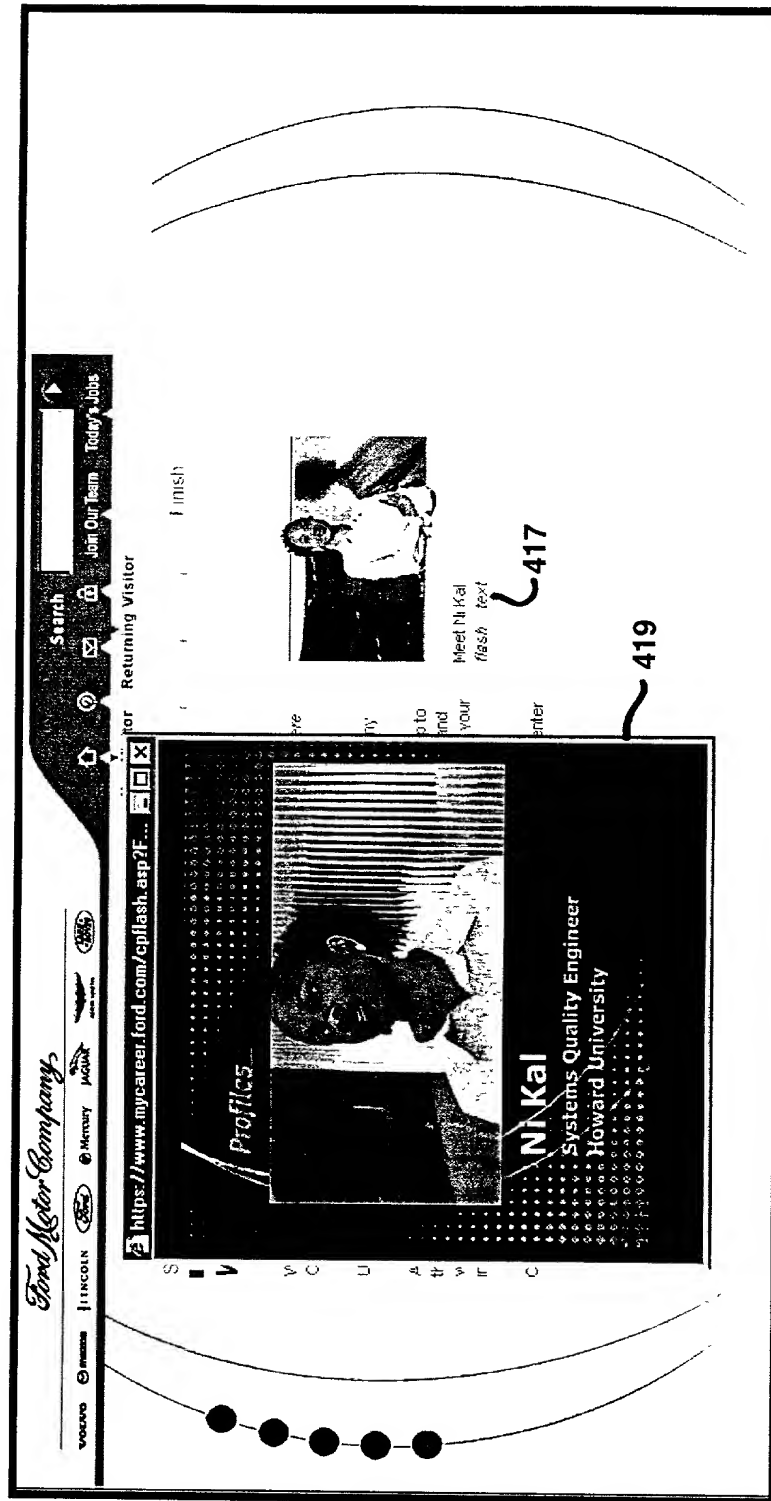


Figure 29

30/67

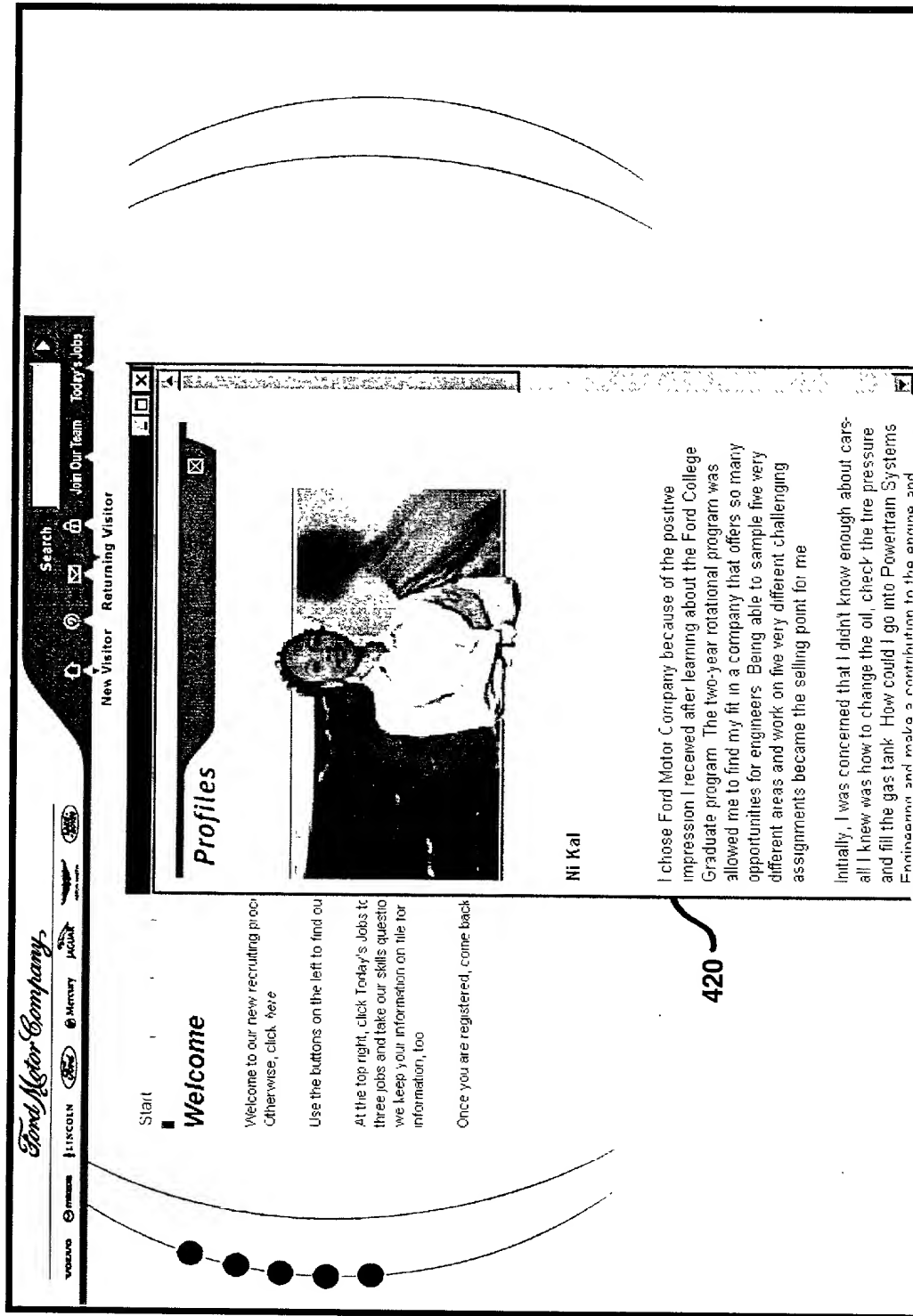


Figure 30

Ford Motor Company

Start | **Join Our Team** | Finish

We're flexible--you can choose how to work with our site

Option one: you can search *Today's Jobs* for openings that are right for you. Use our search tool to tell us which jobs interest you!

Option two: you can enter your credentials and let us do the search. Set up an account, choose your career preference and fill out a skills questionnaire. Then we'll contact you if your credentials match one of our openings.

By choice, we are an equal opportunity employer committed to a culturally diverse workforce.

421
 *Your E-mail Address (for career correspondence)

423
 *Pick a password (at least 6 chars.)

*Confirm your password

Just in case you ever forget your password, enter a secret question and answer here. It should be easy for you to remember and hard for anyone else to guess. If you forget your password, we'll ask you your question, if you answer it correctly, we'll let you change your password.

*Secret question

*Secret answer (one word)

Meet Gary
 Flash text

About the questionnaire

The questionnaire helps us understand how closely you fit our needs, before we invite you to complete an employment application. The questions take about 30 minutes, but you don't have to complete them all at once. You can stop and come

next >

Figure 31

The screenshot shows a web form for the Ford Motor Company. At the top left is the Ford logo and the text 'Ford Motor Company'. Below this are logos for Volvo, Lincoln, Mercury, and Jaguar. A navigation bar on the right contains links: 'Search', 'Join Our Team', 'Today's Jobs', 'Save & Logout', and 'Finish'. The main heading is 'Contact Information' with the instruction 'Please provide this information'. The form fields are: *First, *Initial, *Last (under the heading 'Name'); *Street, *City, *State, *Zip (under the heading 'Address'); and *Phone. A 'Please Choose' dropdown menu is next to the *State field. A 'next >' link is at the bottom right. A large bracket on the right side of the form is labeled '425'. In the top right corner, there is a small image of a globe with the text 'Meet Gary flash text' below it.

Figure 32

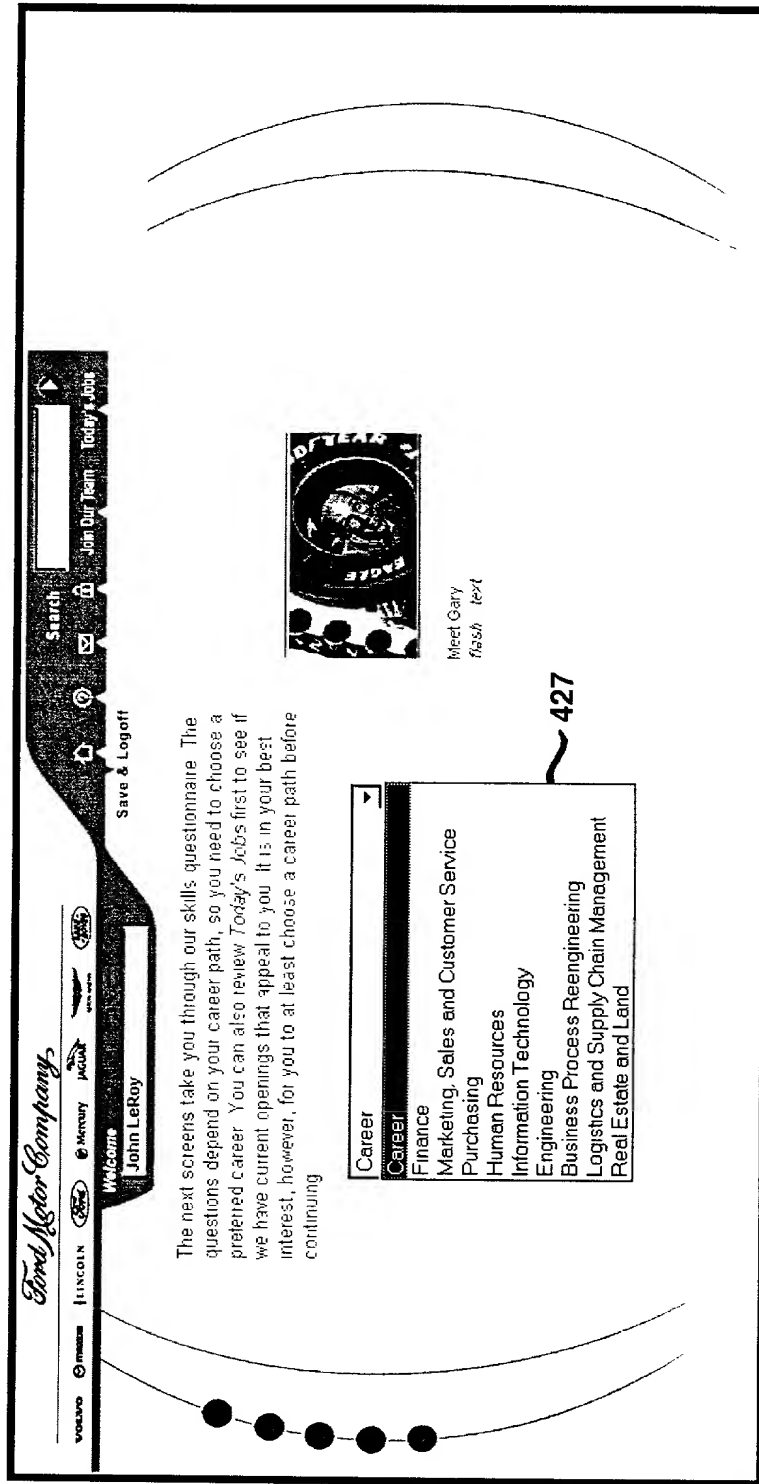


Figure 33

The screenshot displays a web-based recruitment interface for the Ford Motor Company. At the top, a navigation bar includes the Ford logo, a search bar, and links for 'Join Our Team' and 'Today's Jobs'. Below this, a 'Welcome' banner for 'John Lefroy' is visible. The main content area is titled 'Educational Background' and contains a form with the following fields:

- Select a Country: United States
- Select a State: New York
- Select a School: STU of NY at Buffalo
- Select a Major: Engineering - Any Type
- Select a Degree: BS
- Completion (or Expected) Date: 01/1997 (MM/YY/YY)

Below the form, there is a 'Please enter up to three degrees and certifications, with the actual or expected completion date' section. To the right of this section, a 'Meet Gary' button is visible. A large bracket on the right side of the form indicates a total of 429 entries. At the bottom, there is a 'Start' button and a 'Finish' button. The interface is framed by a decorative border with a curved line and dots.

Figure 34

Ford Motor Company

VOLVO LINCOLN MERCURY FORD

SEARCH [] JOIN OUR TEAM TODAY'S JOBS

SAVE & LOGOFF

Welcome John LeRoy

Start Finish

Using the scale below, rate the number of times you have personally engaged in the following behaviors. You may be asked to provide additional information about these experiences later.

	never	1 or 2 times	3 to 5 times	6 to 9 times	10 + times
seeking diverse opinions to help in decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
structuring a work team so that it was comprised of diverse team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
choosing to work with people of diverse backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
working in situations requiring extensive contact with people from different backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
working in a team with individuals for whom English was not a first language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
spending time studying another culture to facilitate your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
encouraging the open sharing and discussing of ideas among coworkers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
working closely with people from other cultural backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Meet Pay
Flash text

430

next >

Figure 35

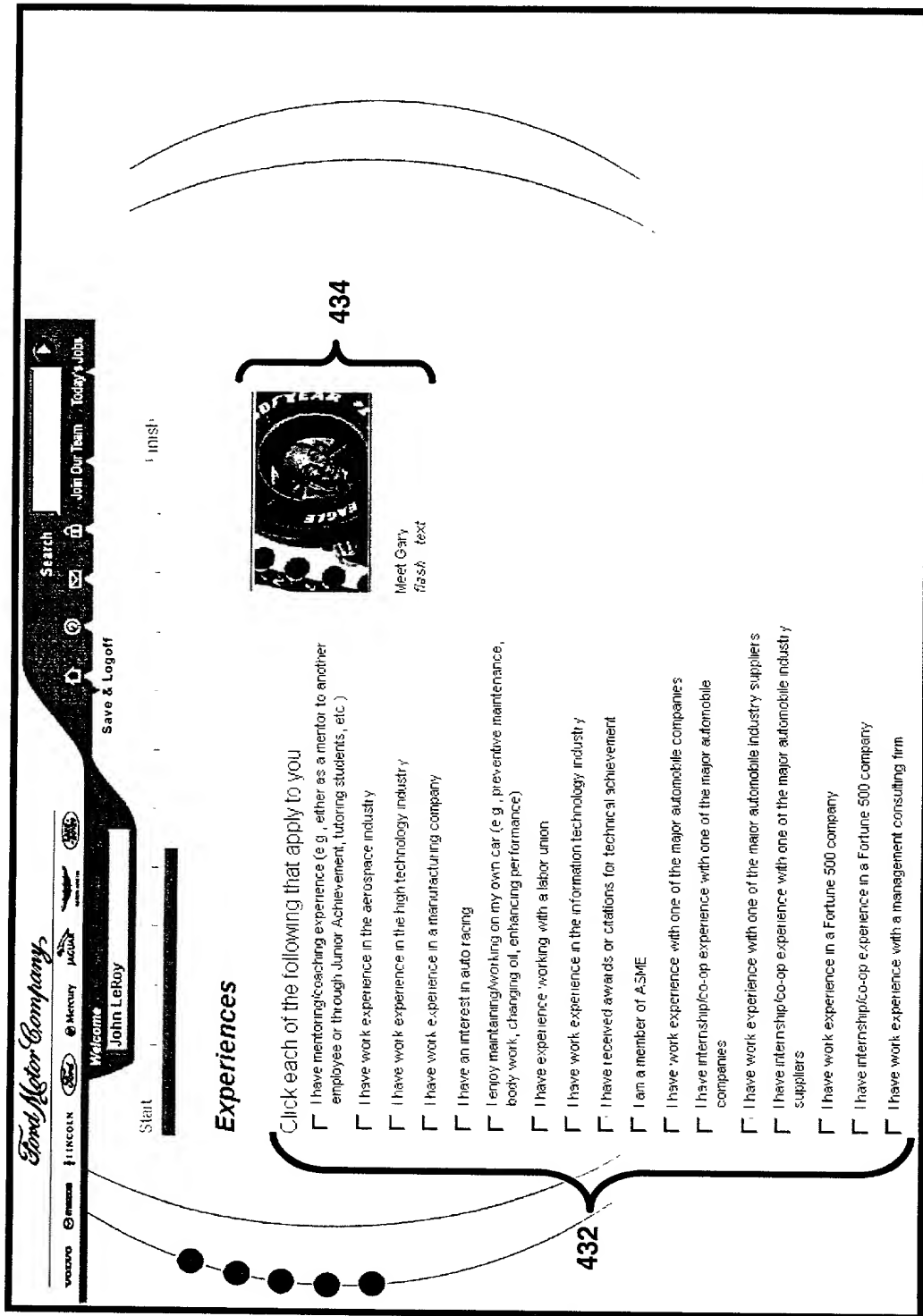


Figure 36

Ford Motor Company

Search []

Volvo Buick Lincoln Ford Mercury Jaguar

Welcome John LeRoy Save & Logout

Join Our Team Today's Jobs

Job Search

Welcome to our job bank.

Answer one or more of these questions, and let us show you jobs that match your interests. The more you tell us, the more targeted the search. You can come back to this screen again and again to refine your list of jobs. Go ahead and explore!

On later screens, you can tell us about relevant skills and experiences. Our skills questionnaire takes about 30 minutes. Then, if you match our immediate needs, we'll contact you, otherwise, we keep your information on file.

What is your preferred...

Career Area 433

Specialty 435

Experience Level 437

Job Type 439

Salary 441

State(s):

Alabama 443

Alaska

Arizona

Tell us about your education...

Degree Major Completion (or expected) date 01/1950 (MM/YYYY)

Degree Major Completion (or expected) date 01/1950 (MM/YYYY)

Degree Major Completion (or expected) date 01/1950 (MM/YYYY)

I'm ready to see my search results. My connection is fast slow
fast requires flash plugin available from [Macromedia](#)

Figure 37

Figure 38

Engineering Career (DSR)	
435	<p>Ford Company > Ford Function > Ford Component Ford Motor Company-Manufacturing 433</p> <p>Job Details: Requirements vary by manufacturing function, but your passion for the job and for working with Ford Motor Company are a definite plus. We value your technical expertise, papers published or presented, and other contributions to your field. Relevant work experience and internships, membership in professional organizations, patents or significant technology awards, and familiarity with Computer-Aided Engineering (CAE) are helpful. So are leadership experience, community service and participation in extra-curricular technology activities like Formula SAE projects.</p> <p>Level(s) of Responsibility 437 Early Professional (< 2 years)</p> <p>Hiring Location(s) Georgia Illinois Indiana Kentucky Michigan Minnesota Missouri New Jersey New York Ohio Virginia</p>
439	<p>Education Preference</p> <p>Field of study Engineering - Electrical Engineering - Any Type Engineering - Any Type</p> <p>Employment Type Ford College Graduate</p> <p>Desired Skills & Knowledge</p> <p>Microsoft Word (or equivalent) Microsoft Outlook (or equivalent) Chassis engineering Final assembly, trim, chassis Engine design Process engineering Sheet metal work Statistical process control Tool and die</p>
441	<p>Degree BS BS MS</p>
443	

Figure 39

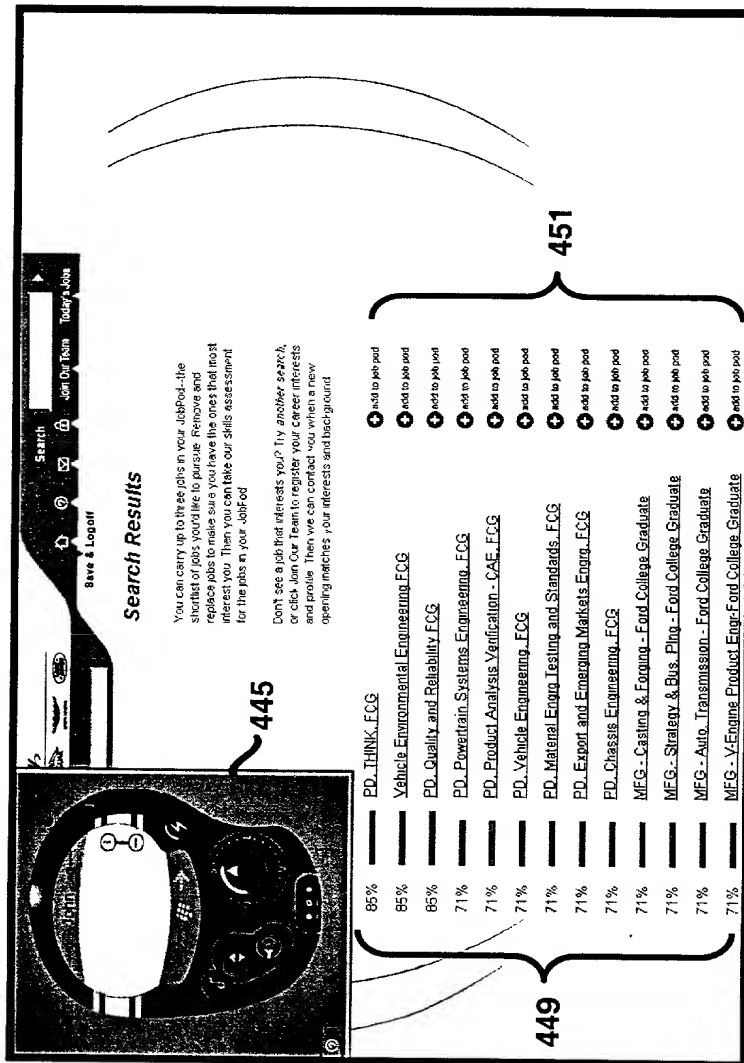


Figure 40

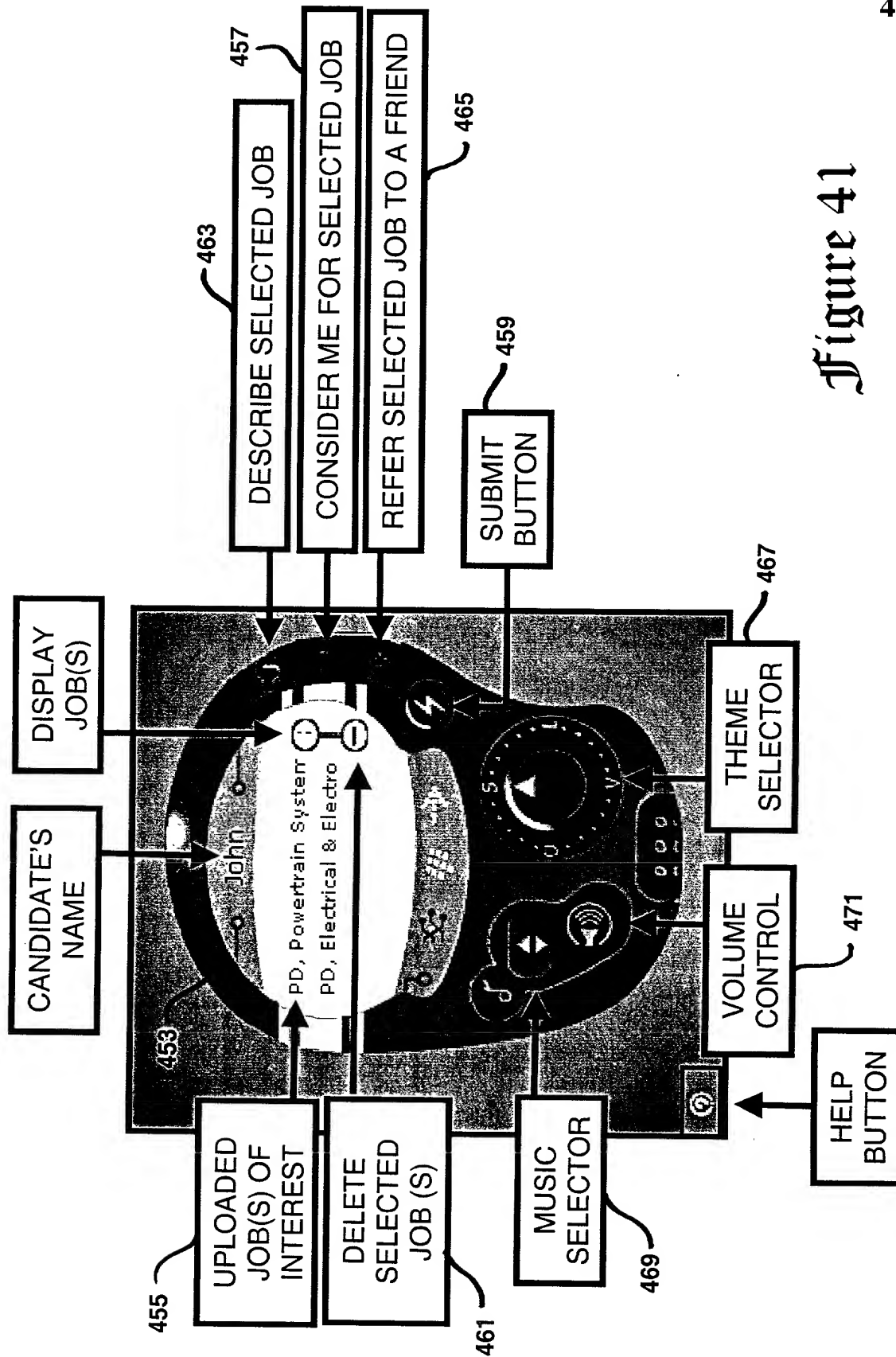


Figure 41

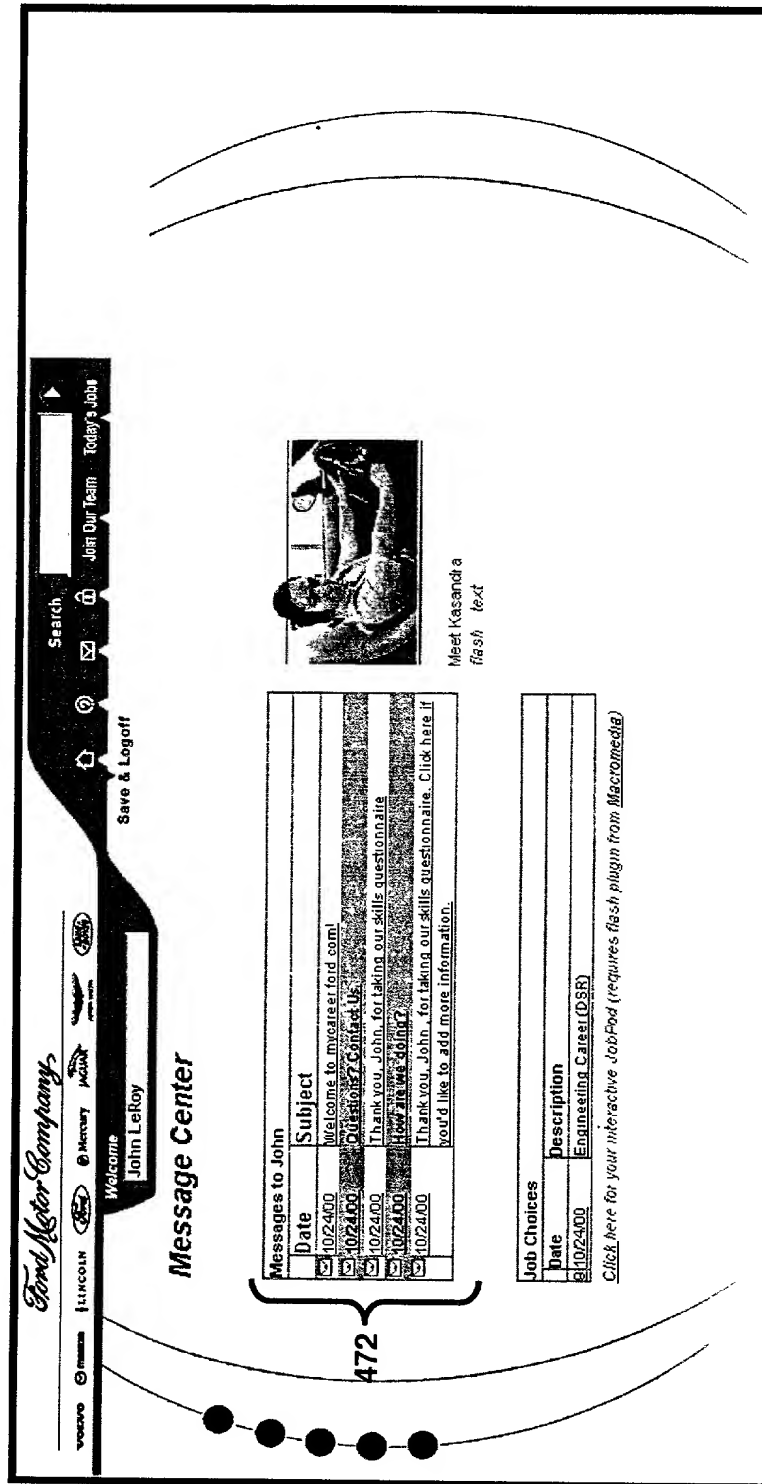


Figure 42

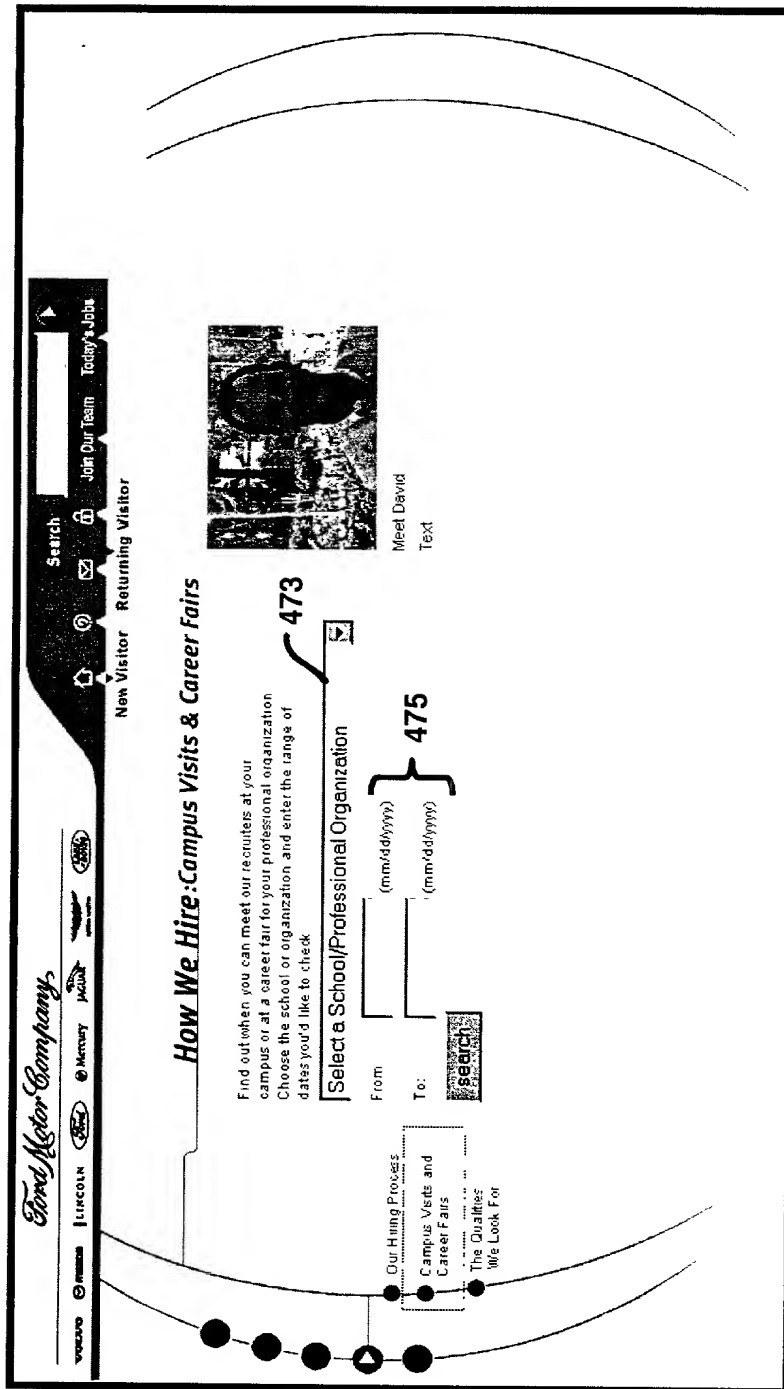


Figure 43

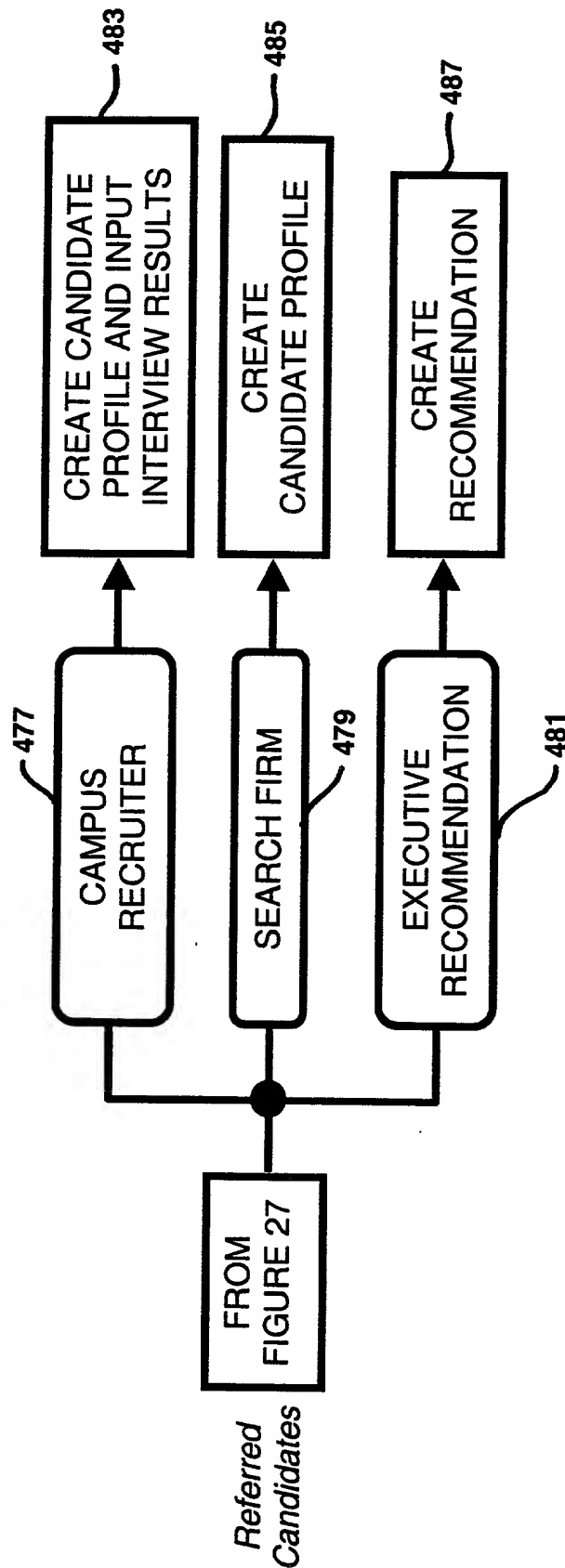


Figure 44

Candidate Profile

489 { First Name: John, Last Name: Smith, Email Address: jsmith@email.com, Phone Number: [Redacted] }

491 { School: [Redacted], Degree Pursuing: [Redacted], Field of Study (Major): [Redacted], Expected Graduation Date: (mm/yyyy): [Redacted] }

493 { Interview Rating Dimension: 1. Business Acumen, 2. Innovation and Technical Excellence, 3. Commitment to Quality, 4. Connects with Customers, 5. Demands the Truth, 6. Desire to Work for Ford }

495 { Rating: [Redacted] }

497 { Interview Notes: [Redacted] }

Action: Submit

Figure 45

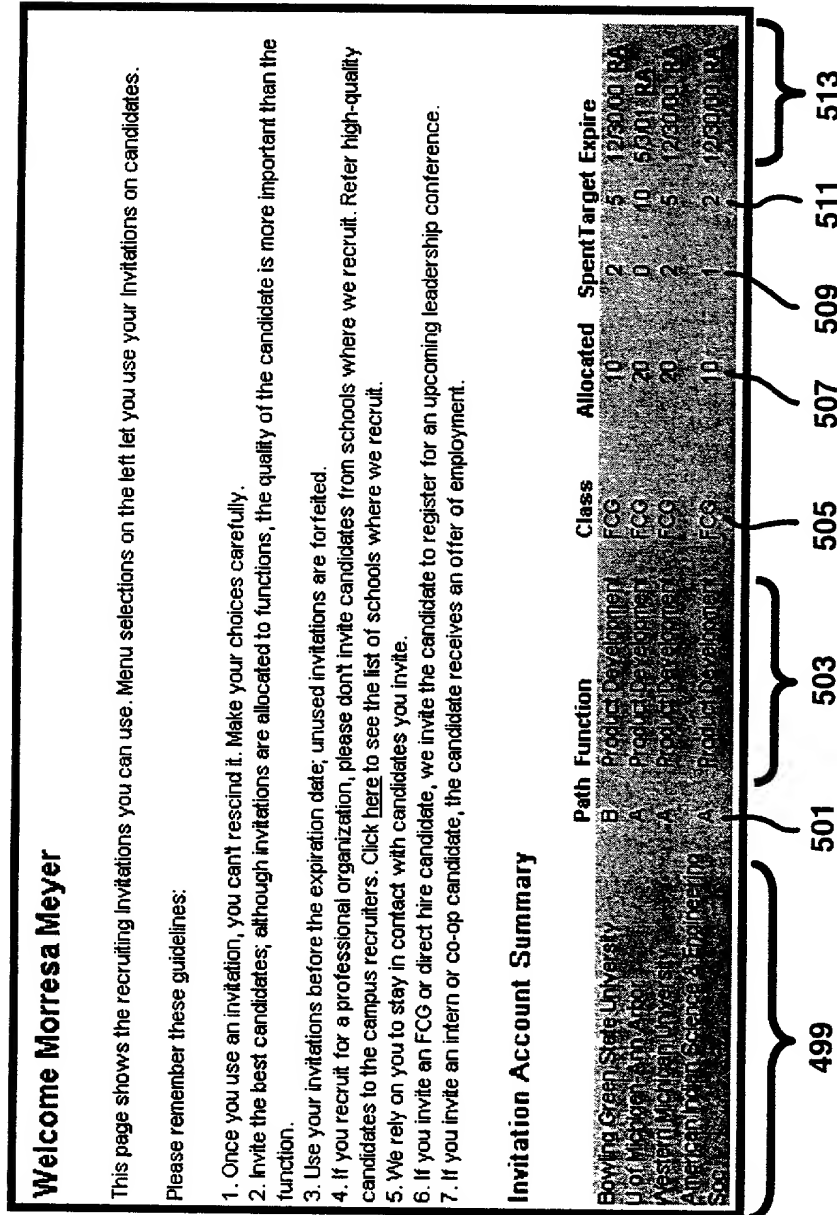


Figure 46

2 adam.ket 521 ket@hotmail.com 7272727722 (U of Michigan-Ann Arbor) 539 535 533 531 525 537

Degree Major Graduation Date
BS Business-Accounting 02/2000
GPA Undergraduate: N/A GPA Graduate: N/A
Overall Band: D

%MIN % %HIGHLY
0 0 0
Status: - Application Pending
Active Event: none

527 { 529

523

527

529

Figure 47

48/67

543 —

Turner, Sue — 541

Candidate Profile Report

Ford Motor Company,

Candidate Information

Address: N/A
N/A, N/A
N/A, USA

Phone: (888) 888-8888

Email Address: Turnexxx@xxx.xx Status: N/A

Work Authorization

Because there are federal restriction on Ford's ability to hire, do you have authorization to work indefinitely in the United States?
If No Indicate your visa status: -

545 —

Candidate Job/Career Choices

<u>Job Choices</u>	<u>Career Choices</u>
N/A	N/A
N/A	N/A
N/A	N/A

547 —

Employment History

549 —

Figure 48

49/67

Find Candidates(s)

Contact Information

Last Name (s) Like:

First Name (s) Like:

Email (s) Like:

Country:

Figure 49

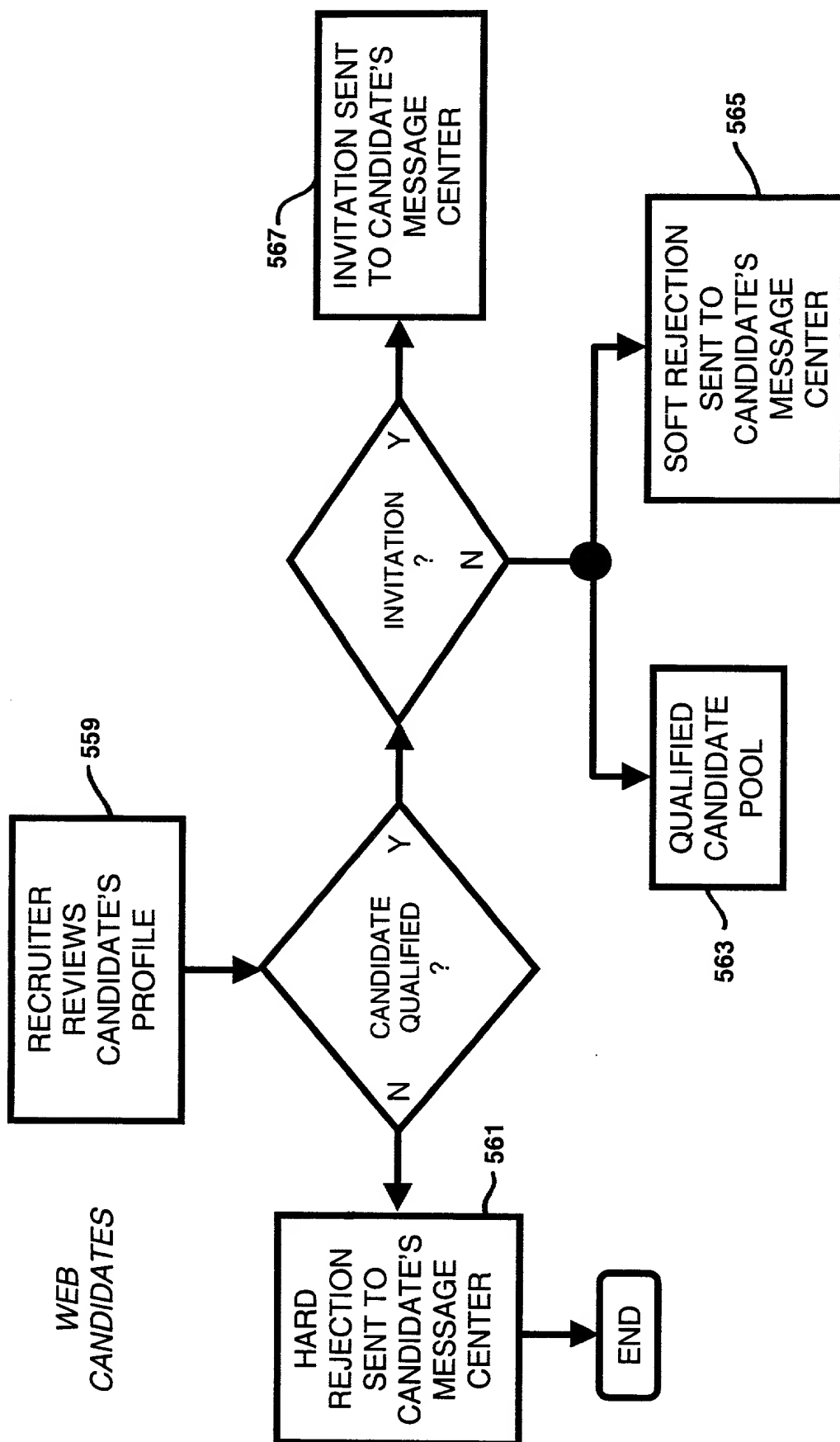


Figure 50

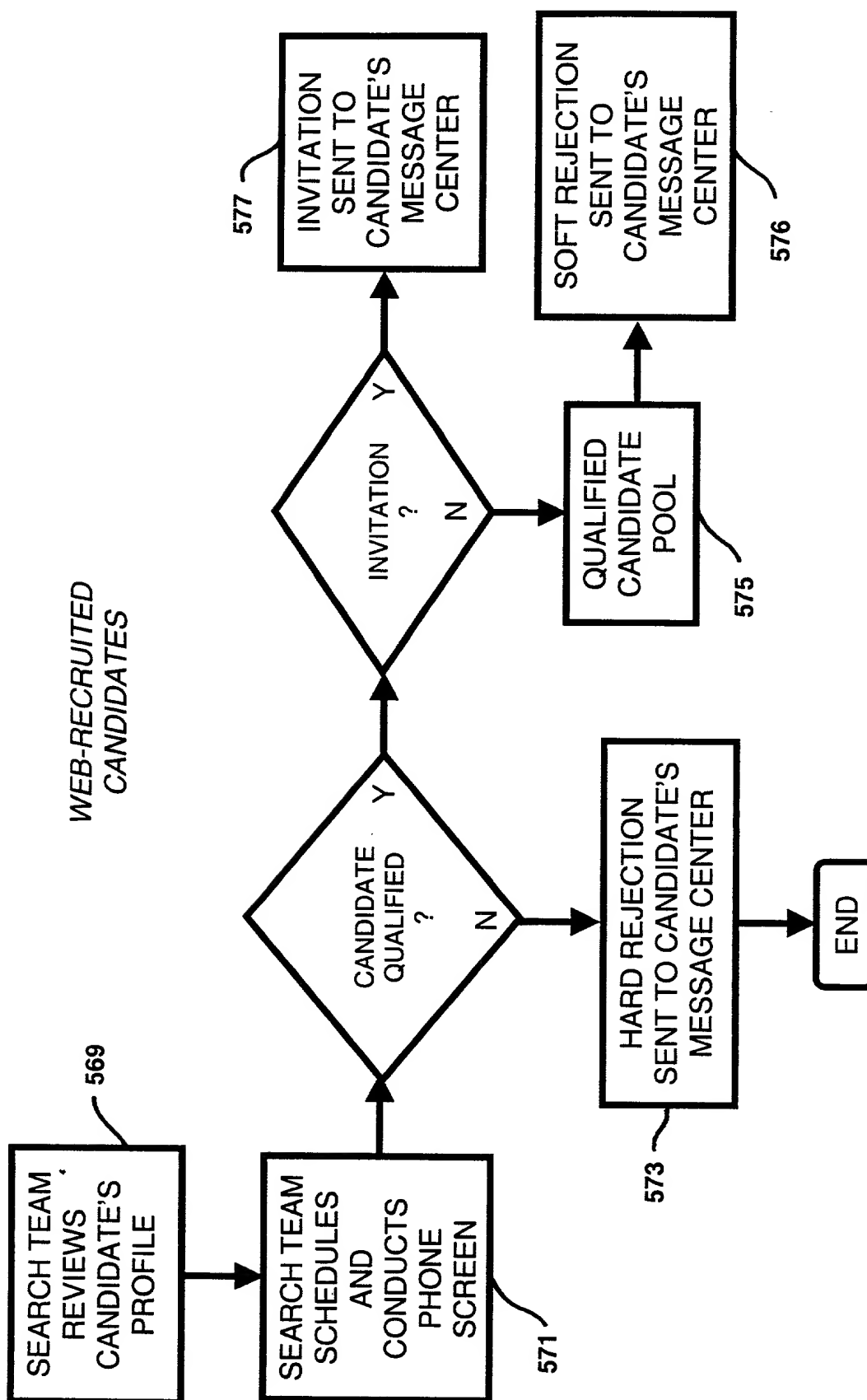


Figure 51

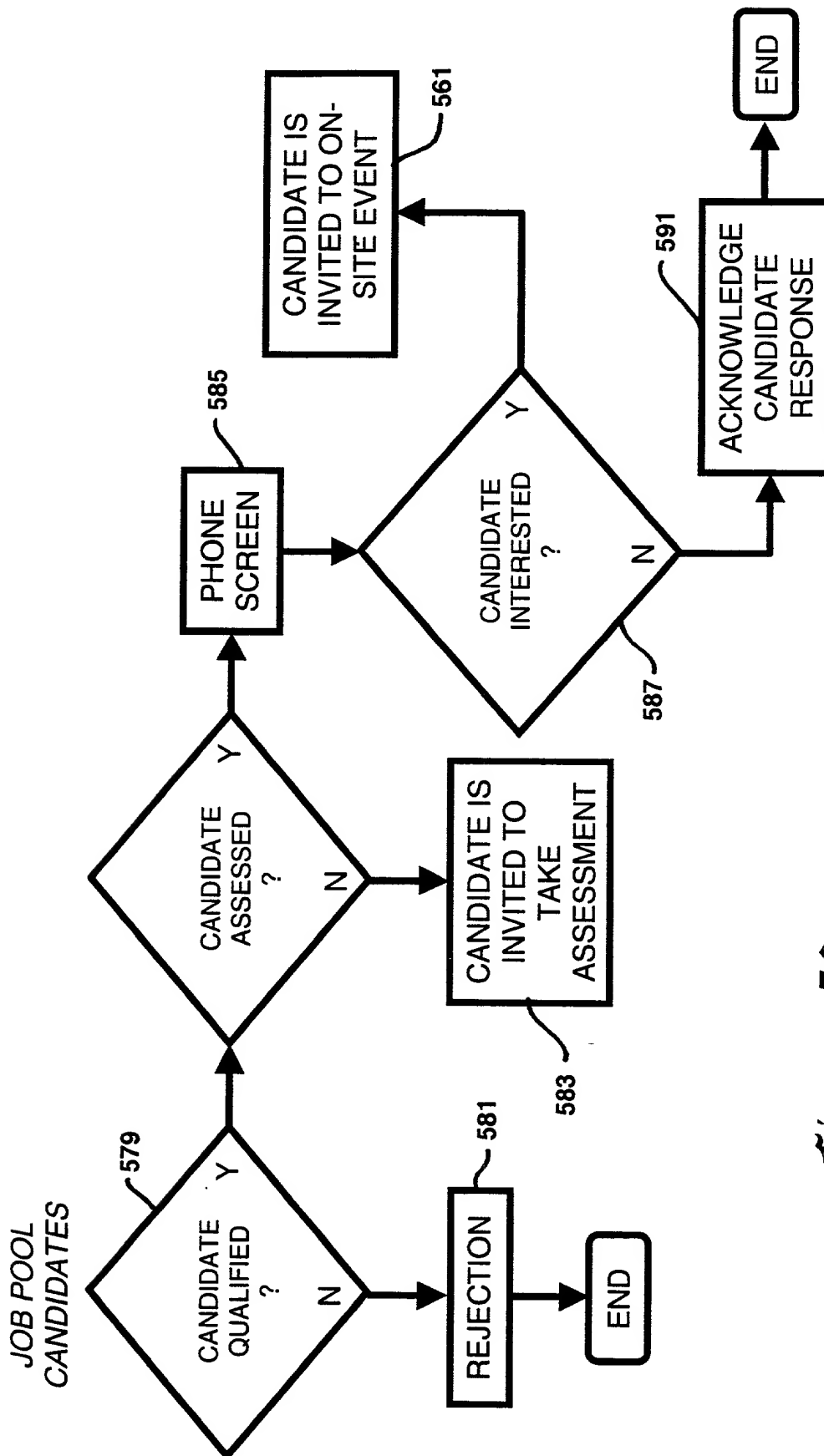


Figure 52

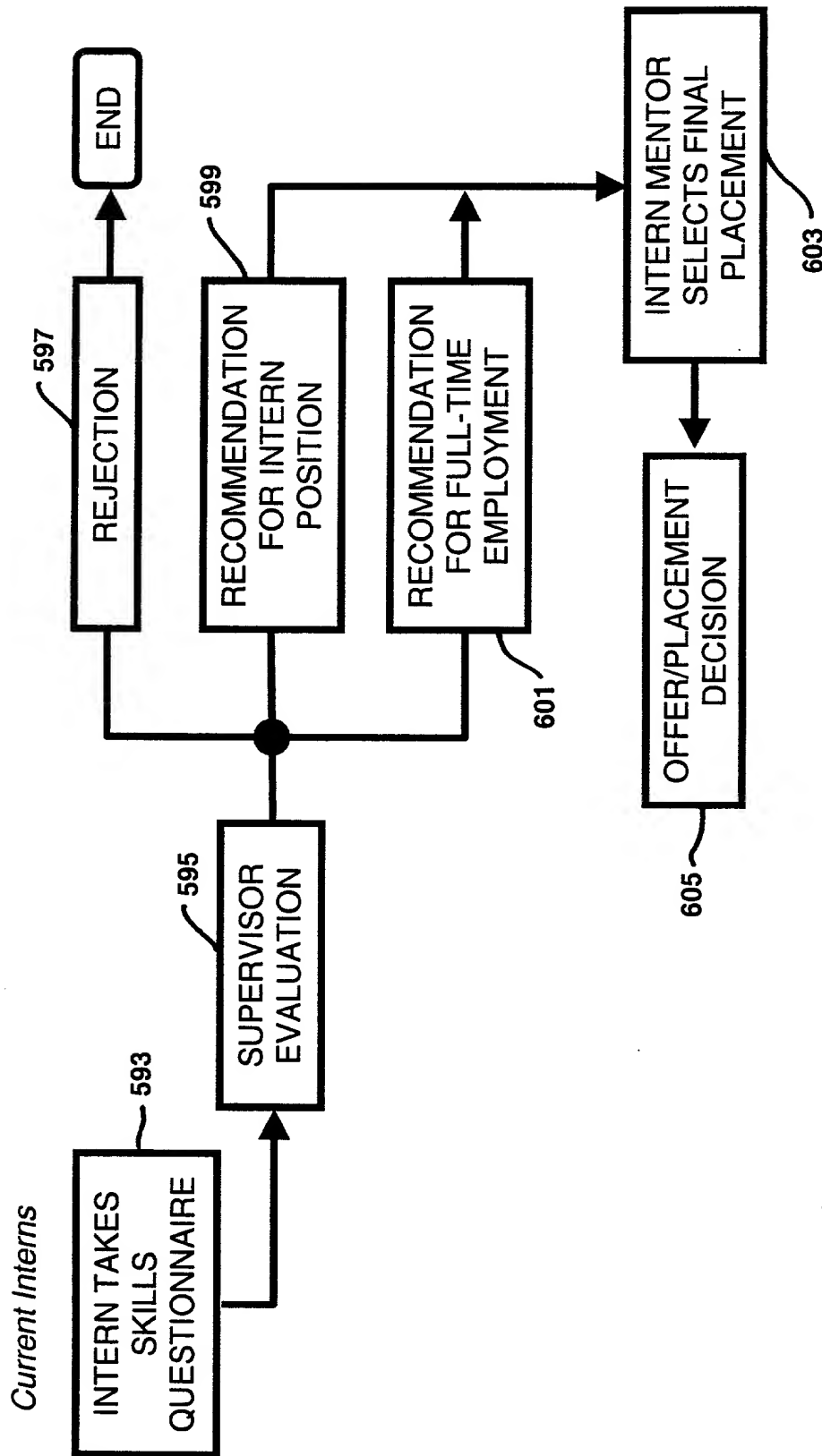


Figure 53

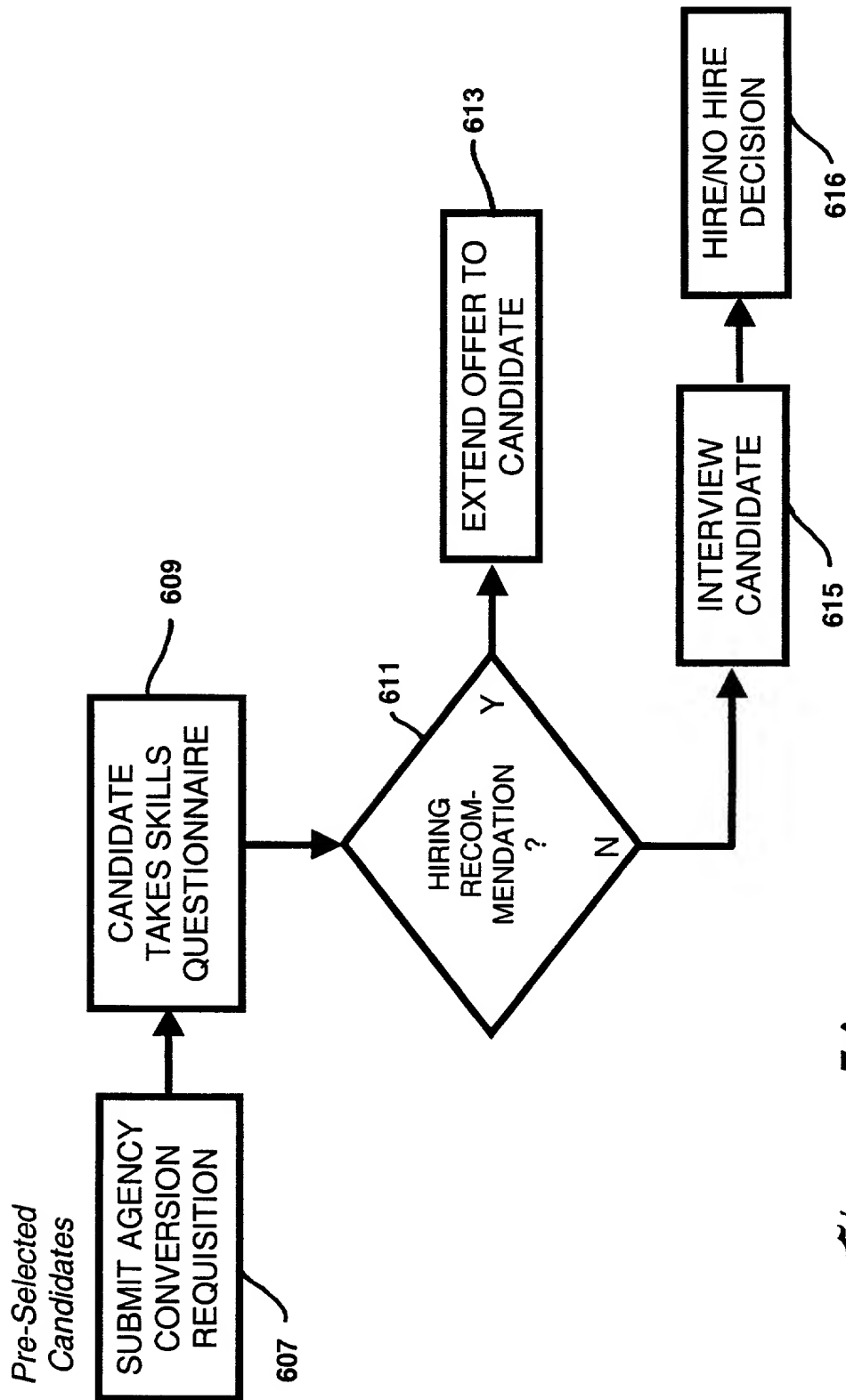


Figure 54

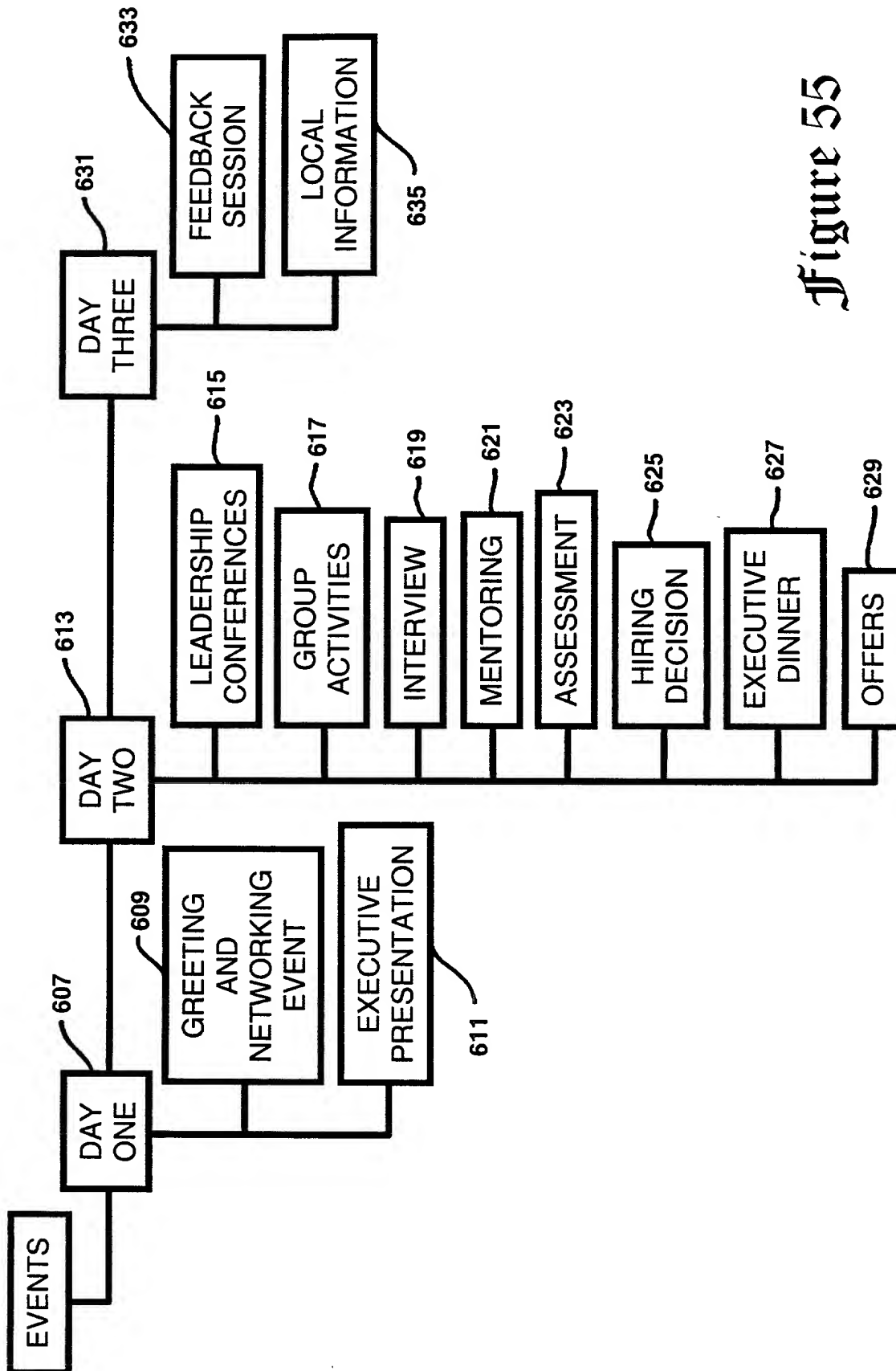


Figure 55

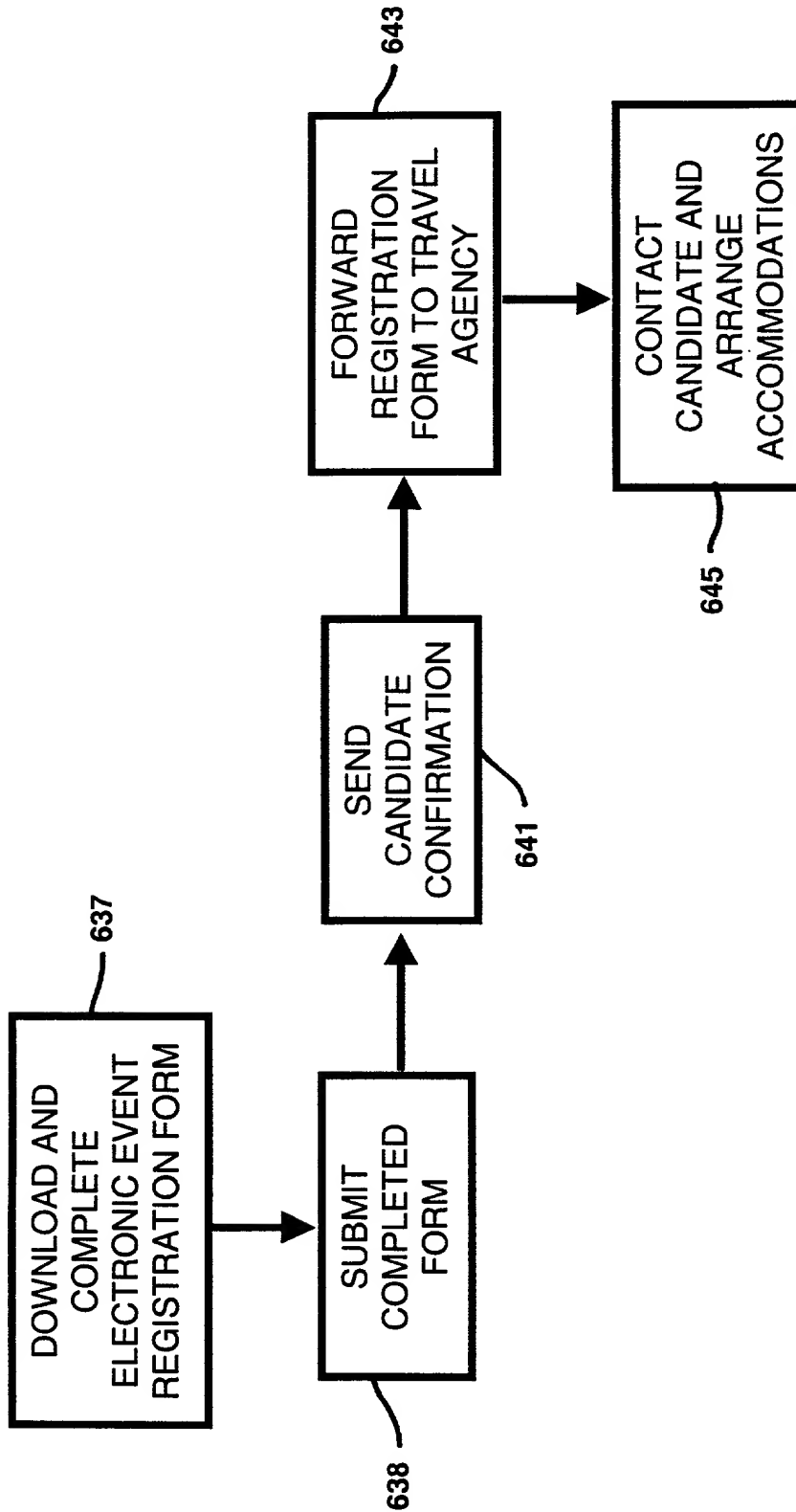


Figure 56

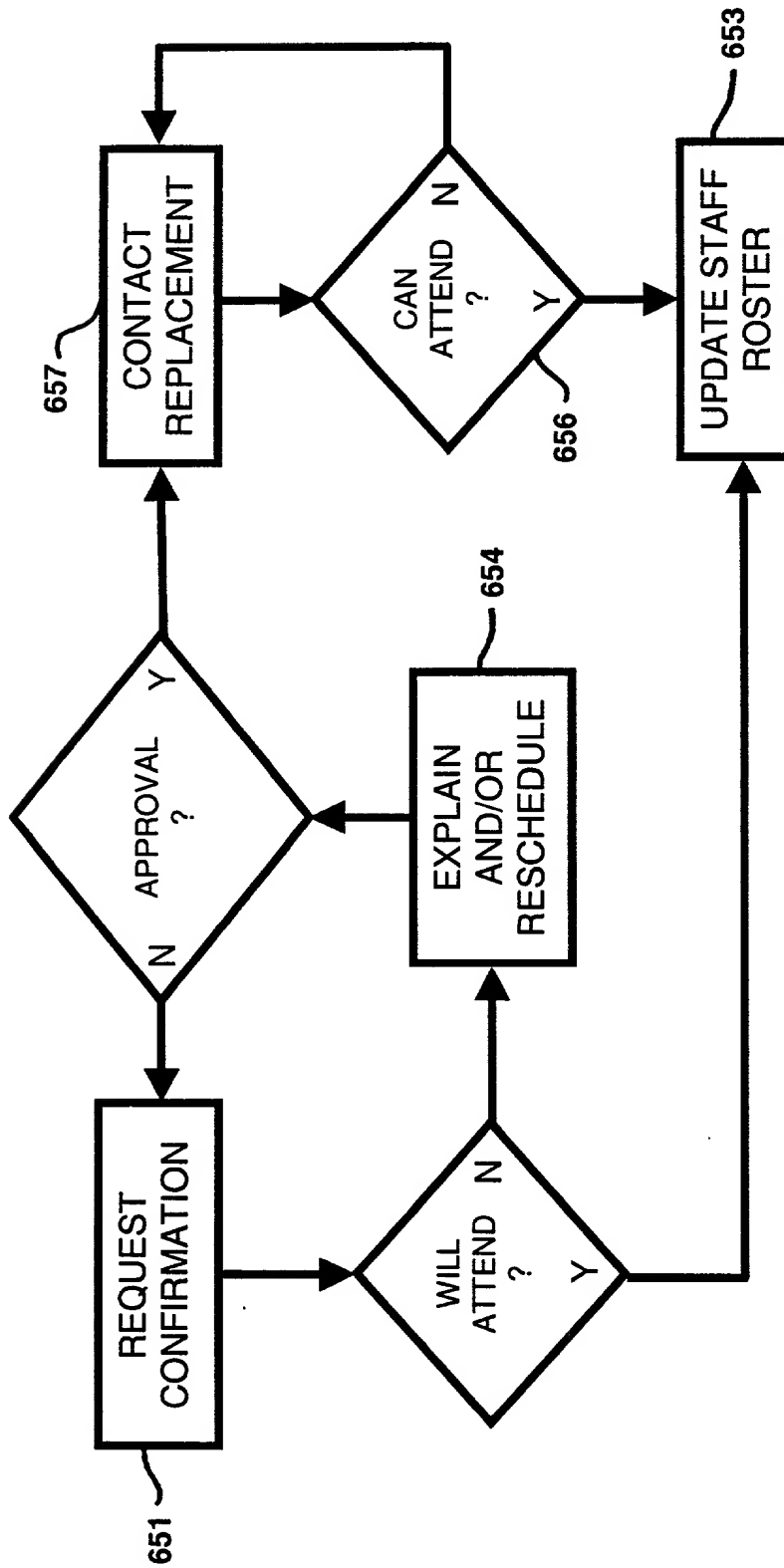


Figure 57

58/67

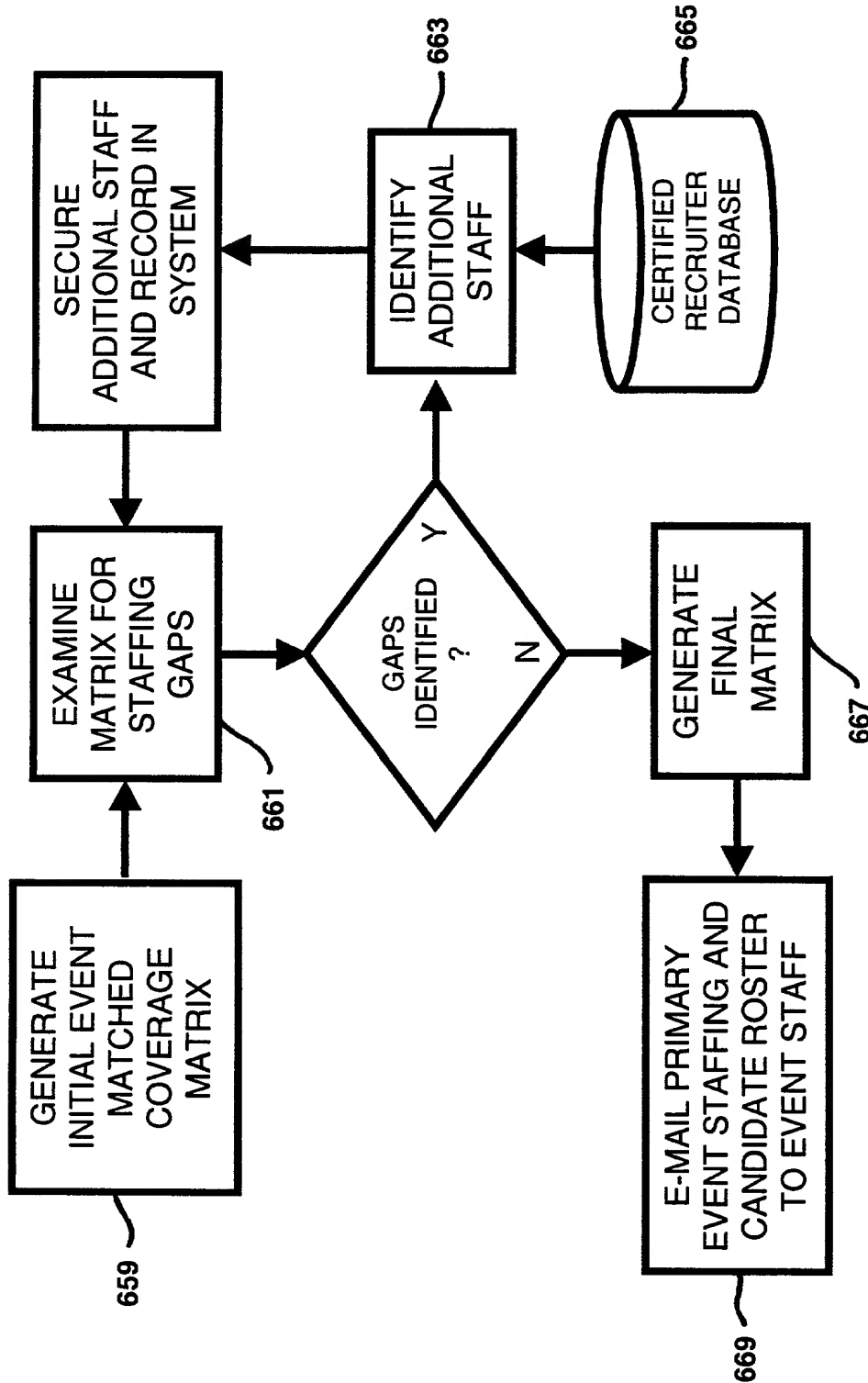


Figure 58

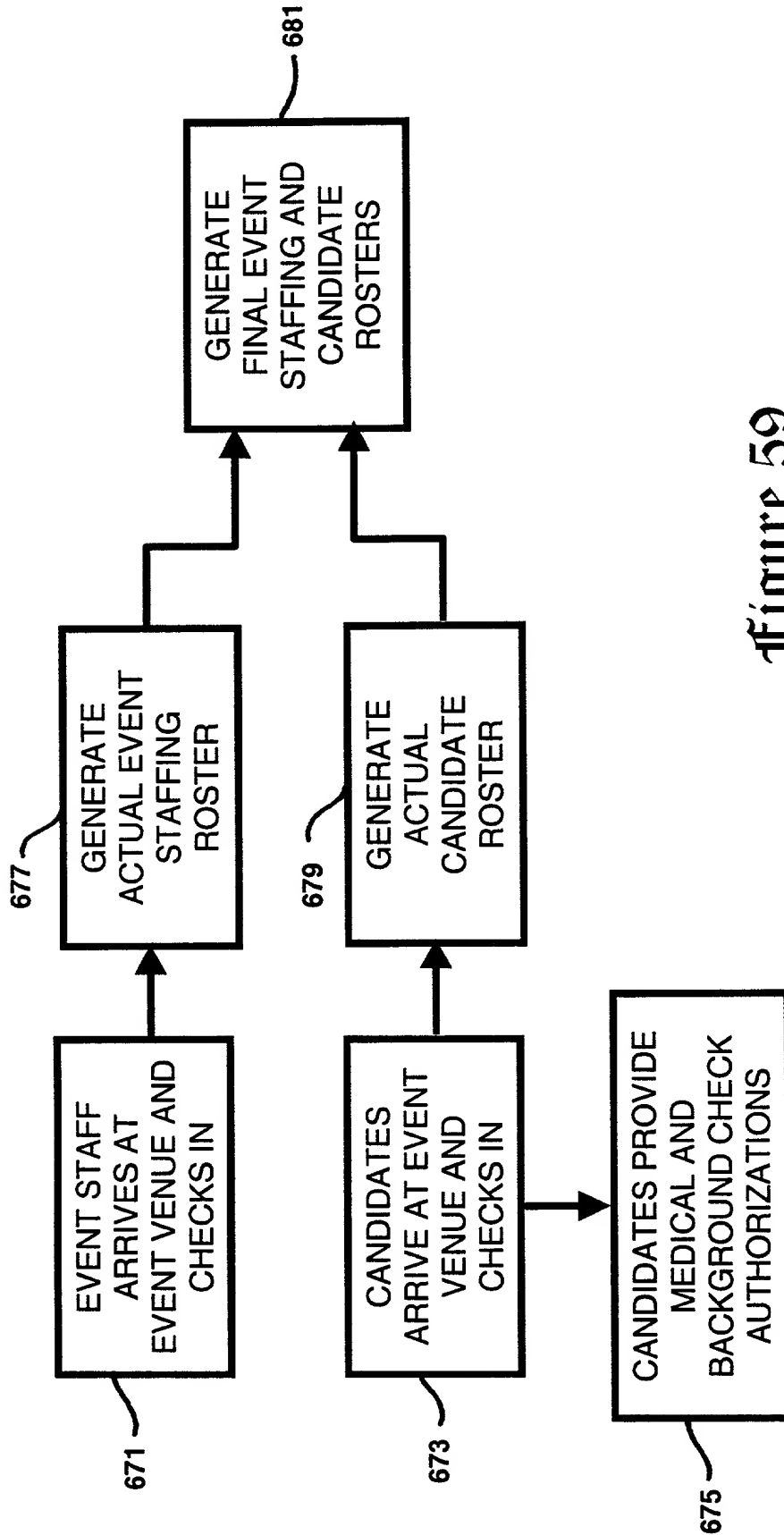


Figure 59

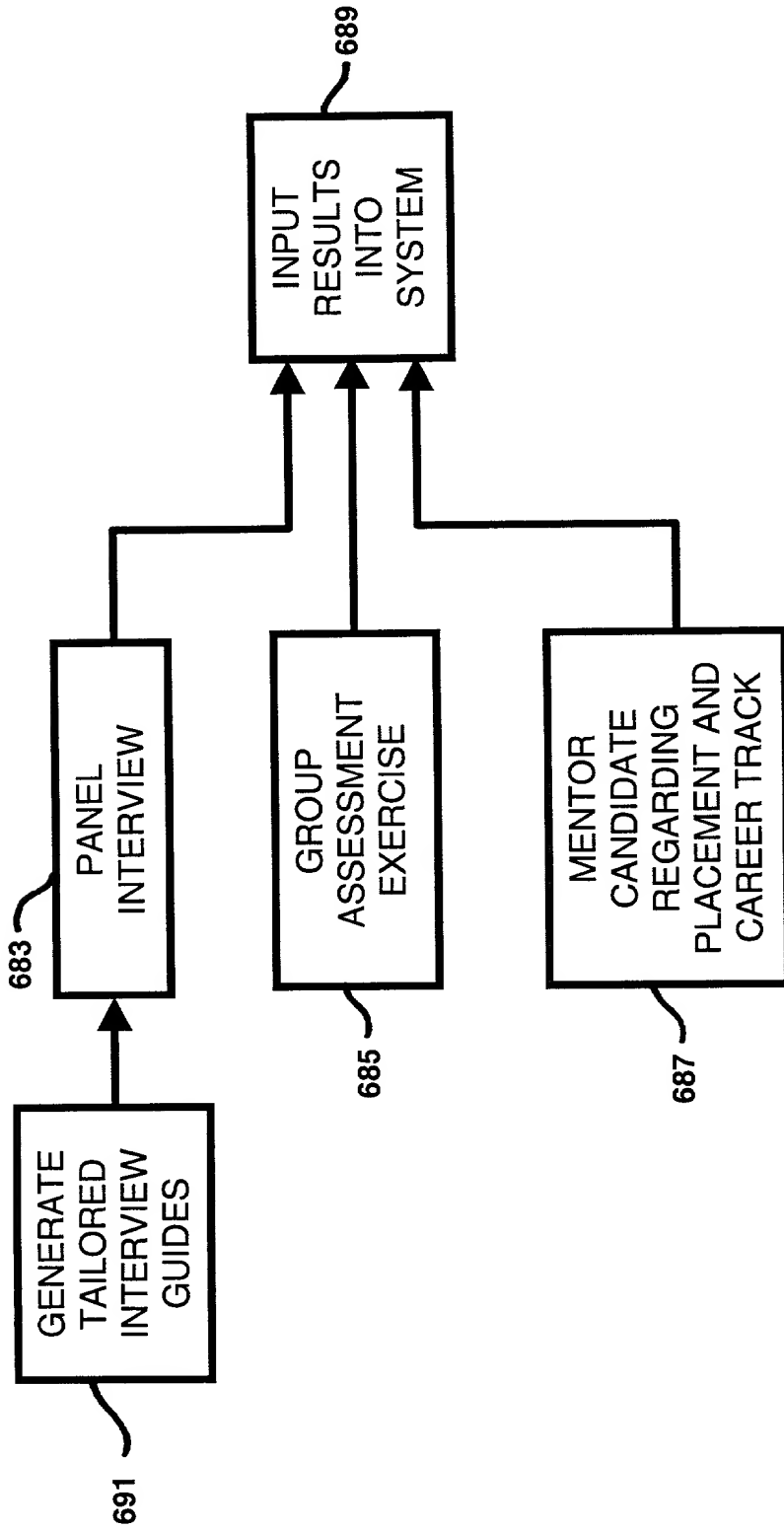


Figure 60

Group Assessment Ratings Form

Delegate:

Assessor:

Business Acumen: ~ 693

Develops Employees and Teams: ~ 695

Connects with the Customer: ~ 697

Drive for Results: ~ 699

Offer Recommendation: ~ 701

* Not applicable Indicates the assessor was unable to rate the behavior.

Rationale for Offer Recommendation (Mandatory)

(Please provide a behavioral rationale for why you would/would not recommend this delegate for an offer)

703

Figure 61

Mentor Feedback

Delegate:

Mentor:

Placement Recommendation:

Offer Comments:

709

705

707

submit

[Add New](#)

[Add New](#)

709

705

707

709

705

707

709

705

707

Figure 62

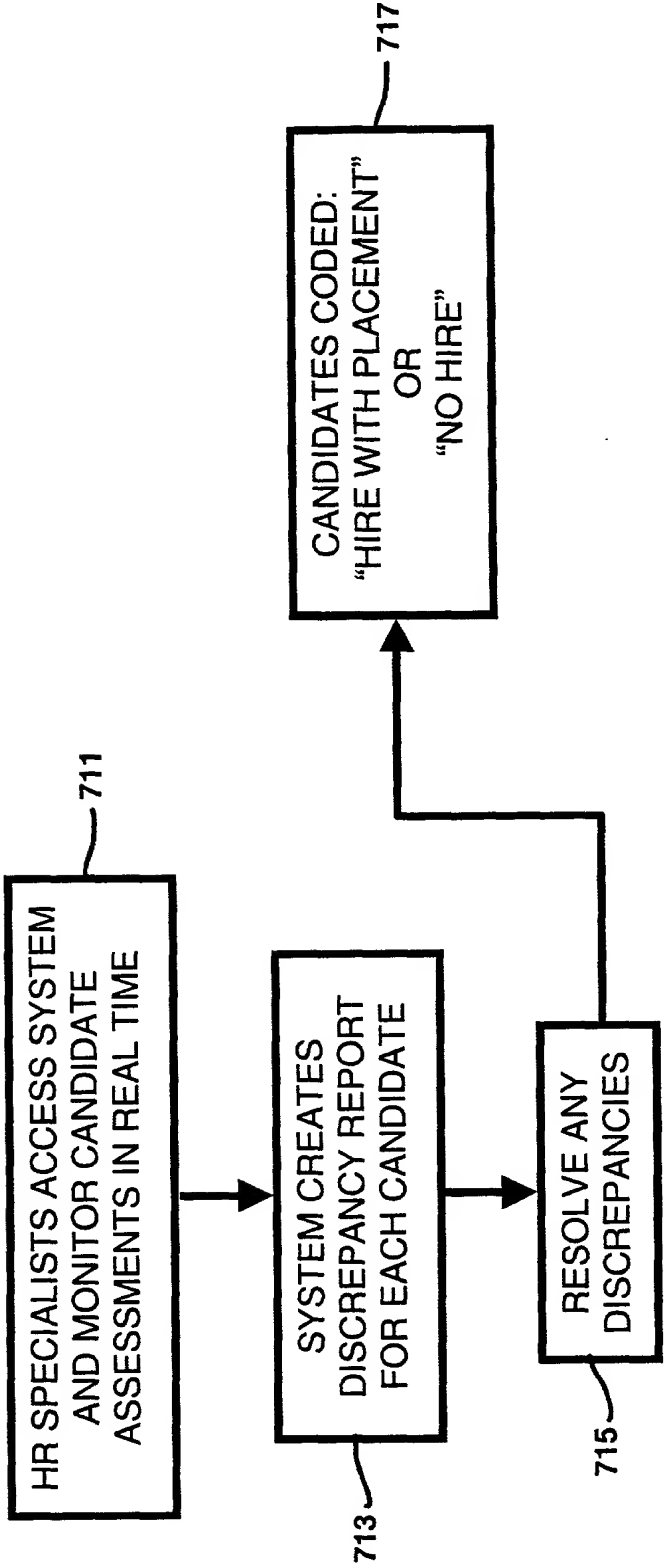


Figure 63

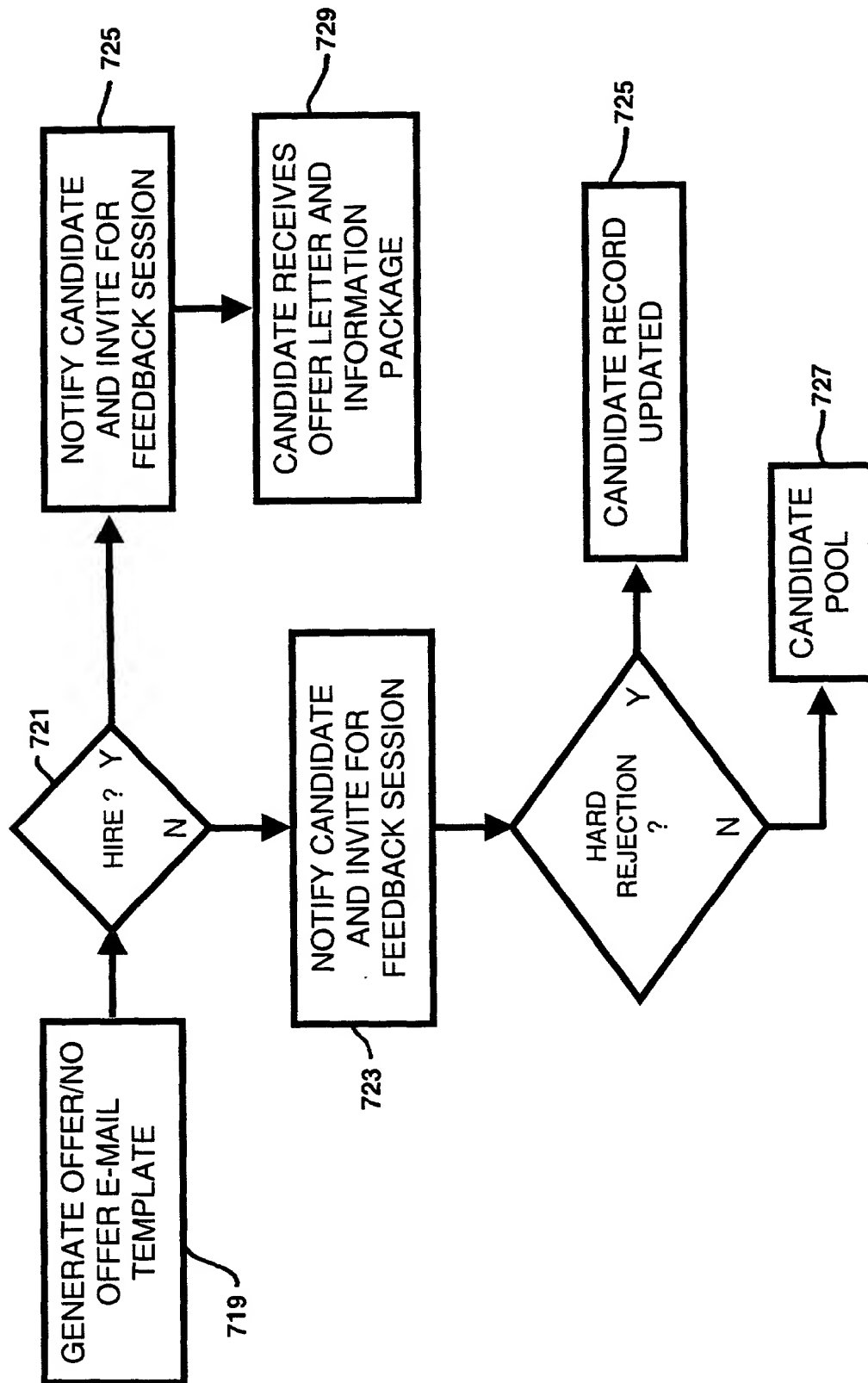


Figure 64

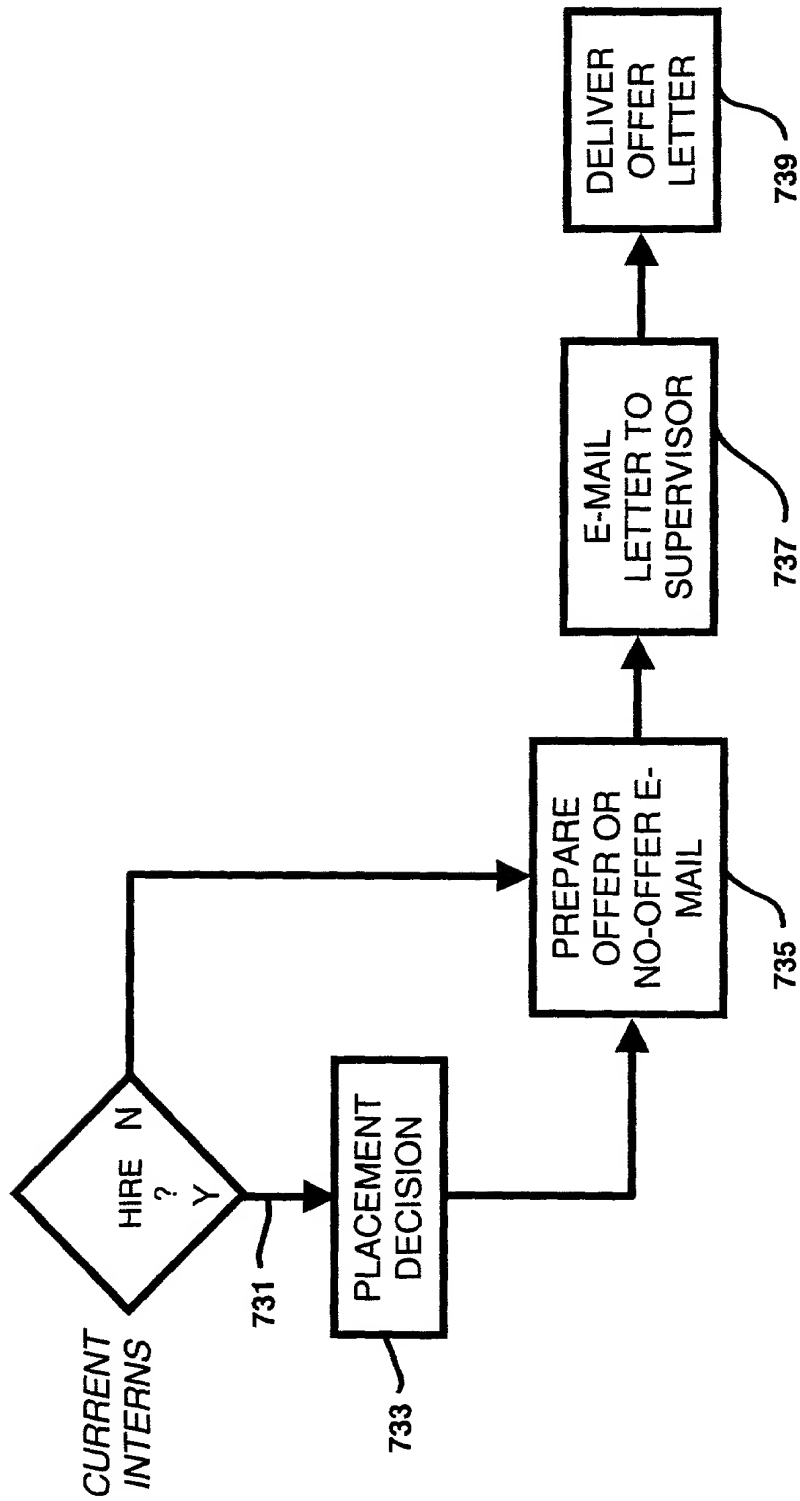


Figure 65

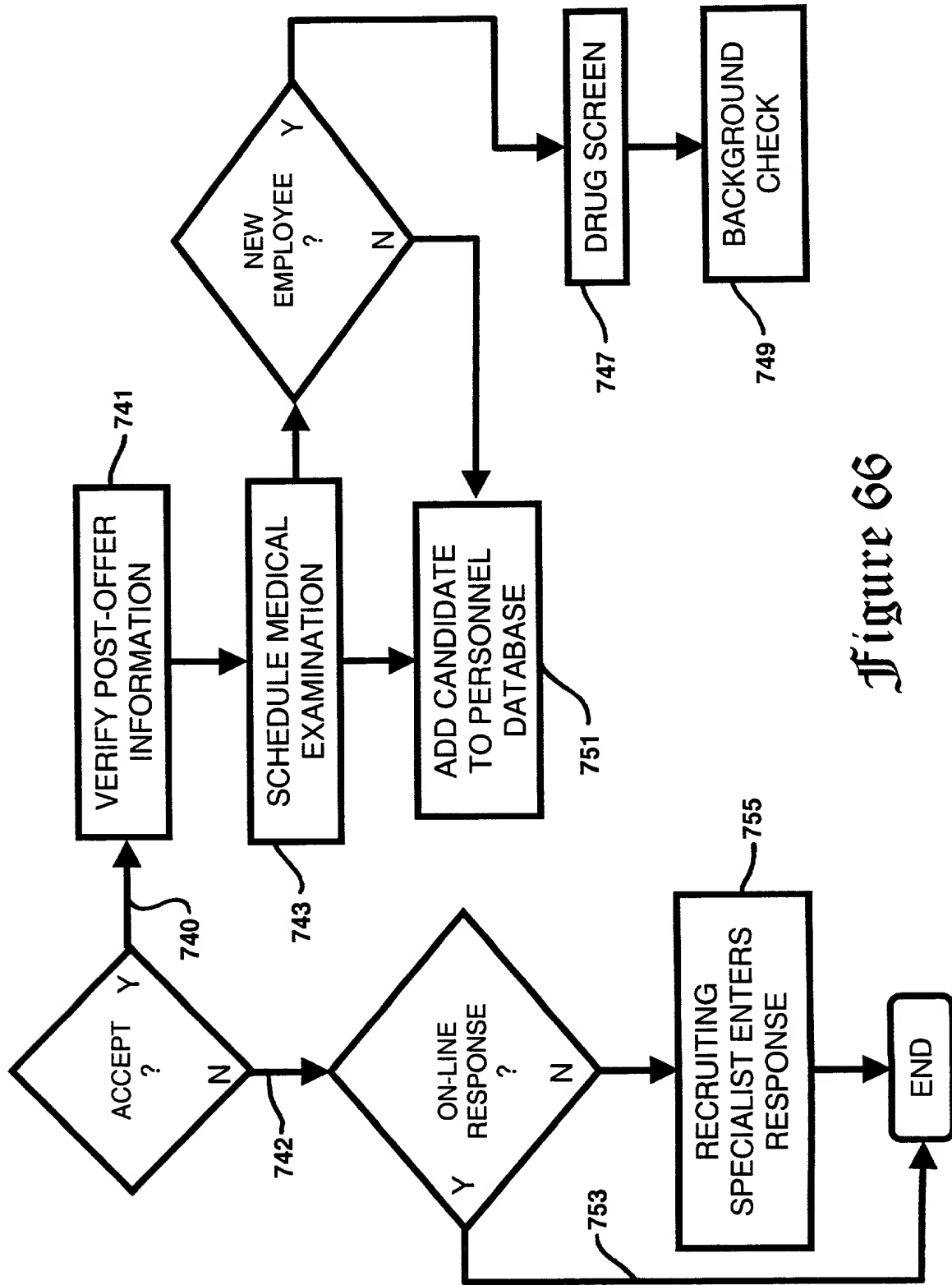


Figure 66

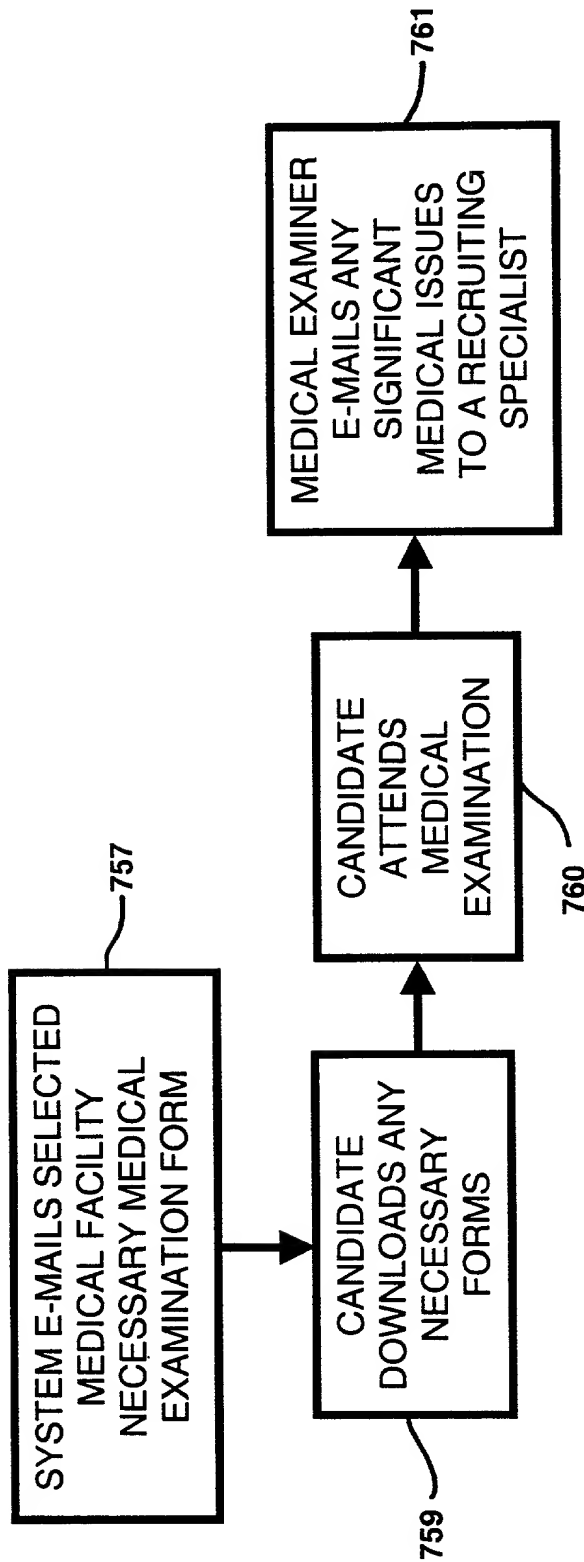


Figure 67